

INSIDE

Food engineering

The Innovations Foundation is cooking with gas so that we can cook with canola oil.

PAGE 8

It was a pleasure

Seven doctors were able to participate in a conference in Sweden on pain without leaving Toronto.

PAGE 9

Forum

Are we throwing out the baby with the bath water in an effort to banish gender bias in hiring?

PAGE 13

Supplement

The policy against sexual harassment approved by Governing Council in May.

PAGE S1

UTSA fights for use of campus mail system

The University will restore the staff association's access to the internal mail system if UTSA agrees not to use the system to disseminate literature promoting certification with the Canadian Union of Public Employees or another union, Alec Pathy, vice-president (business affairs), says.

The University suspended UTSA's access to the internal mail system on Aug. 31. Several days earlier, the University had warned UTSA that it would take the action unless the association provided a written undertaking not to use the mail system for the certification drive.

Pathy says the University would be in violation of the Ontario Labour Relations Act if it allowed its mail system to be used to generate support for or opposition to unionization. The act prohibits employers from supporting or opposing "the formation, selection or administration of a trade union."

UTSA president David Askew has written to President George Connell to protest the decision and to ask that unrestricted access to the mail system be restored.

In addition, UTSA has filed an unfair labour practices complaint with the Ontario Labour Relations Board, charging that the University has interfered

with the certification campaign by suspending access to the internal mail. If the board finds in UTSA's favour, UTSA will ask it to order the University

to give the association full access to the internal mail system. It will also ask for an extension of the six-month period for

See MAIL : Page 2

Boost to student housing promised by Liberals

by George Cook

In an Ontario election campaign that saw scant attention paid to university issues, Premier David Peterson, whose Liberal party won a substantial majority of the seats Sept. 10, made only two specific commitments to Ontario universities, together worth about \$10 million in the first year.

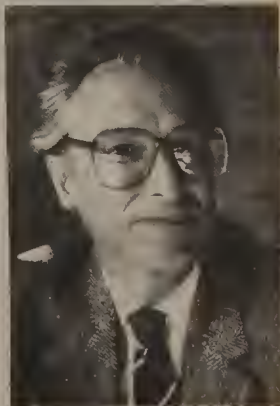
Peterson said his government would pay half the interest costs on money borrowed to build university residences. The program is designed to help the universities provide 5,000 new beds province-wide. The construction of new residence spaces could begin in 1988.

At an Aug. 27 candidates meeting in St. Andrew-St. Patrick, the riding that

See ELECTION : Page 2



Ron Kanter, new MPP for St. Andrew-St. Patrick



Barney Gilmore

Gilmore named top prof

by Patrick Donohue

Professor Barney Gilmore is delighted — and worried.

Delighted, because the Council for the Advancement and Support of Education has named him Canadian Professor of the Year. CASE, an organization based in Washington, also singled out 18 state professors and an international winner from 414 Canadians and Americans nominated on the basis of their teaching ability, scholarship and service to their institutions and professions.

When Gilmore describes the honour as "awfully nice", the pleasure in his voice is unmistakably genuine. But so is his concern when he says that he fears the spotlight on him will throw a shadow over other professors who he feels are better teachers and researchers. "It

See GILMORE : Page 4

Classrooms bulging as students return

Undergraduate classes in arts and science begin today, and the overcrowding is worse than ever.

"Lack of space and deterioration of the physical plant are a chronic problem across the faculty," said a weary Eugene Carson, who handles room assignments for all buildings in which arts and science classes are held except the federated colleges. "We would really love to have more space, and the

students deserve it. It's a big problem that should be addressed by somebody. But obviously it's a low priority."

Carson said there's a new classroom in Sidney Smith Hall that will accommodate 100 students, but it can't be used because there isn't the money to furnish it.

He said that since the late 1970s the faculty has not invested in classrooms because enrolment has been expected to

fall. But it hasn't, and it's been getting harder to deal with as the years go by.

Offers to grade 13 graduates seeking admission to arts and science on the St. George and Erindale campuses and to Scarborough College were up by about 10 percent over last year. However, the increase in actual enrolment depends on how many of those who accepted the offers actually turn up in classes.

Automatic admission to undergraduate science programs this year required a grade 13 average in the high 70s. An average in the mid-70s was sufficient to get a grade 13 graduate into arts and commerce programs. Marks, however, are not the only factor taken into account by the admissions office in evaluating a prospective student's potential for success in university studies.

Applications for admission to Ontario universities were up by seven percent this year, and the early signs indicate a growth in actual enrolment as well. While applications to U of T also rose, the rate of growth is slightly lower than the provincial average. Nonetheless, the number of students attending the University is thought to be greater than it was last year. Exact figures will not be available until next month, said William Kent, director of admissions.

Classes in the Faculty of Medicine began Sept. 8. Most other classes begin this week.



Students waiting off-campus accommodation have been flocking to the Housing Service in a desperate attempt to find affordable rents. There's more to choose from than ever before, but apartments cost 10 to 35 percent more than they did last year, says Shirley Mason, director of the service. Some landlords resorted to lowering rents in a last-ditch attempt to attract students.

Special meeting of Governing Council

The first of a series of special meetings of Governing Council devoted to the question of governance takes place at 4 p.m. today, Sept. 14, in the Council Chamber of Simcoe Hall. Representatives of the Students' Administrative Council, the Association of Part-time Undergraduate Students, the Graduate Students' Union, the University of Toronto Faculty Association and the group of principals, deans, directors and chairs will be heard from, as well as former Council members Michael Bliss, Sydney Hermant and Cathy Laurier.

Election

Continued from Page 1

contains the downtown campus, Liberal Ron Kanter, who defeated Progressive Conservative leader Larry Grossman by 3,600 votes, said he believes the University should make use of the land it owns on the northwest campus to provide accommodation for students.

During a brief stop at the Koffler Student Services Centre Sept. 2, Peterson told reporters and party workers that he recognized the University's need for an increase in residence spaces. "U of T has particularly acute problems, because it is in a sense landlocked and because rents in Toronto are very high — higher than in other parts of the province," the premier said.

The details of the mortgage interest subsidy program have yet to be revealed, but are expected within the next month. Dan Lang, assistant vice-president (planning), said that if the government intends to augment the University's ability to borrow money for the construction of residences, the value of the interest subsidies could be as much as \$100 million over 25 years. "If you assume that's what they mean, and we fund half the cost, 5,000 beds become 10,000 beds," Lang said.

But if the program is intended only to subsidize interest payments on money the universities can already borrow against prospective residence fees, the program will be worth about \$25 to \$35 million over 25 years. "It's good news no matter how you look at it," Lang said, "but the range of possibilities is quite wide, until the government tells us what end of the range they're on."

Eric McKee, assistant vice-president (student affairs), said the cost of building a student residence in downtown Toronto today would be more than \$30,000 per bed. U of T needs a large number of new residence beds and can expect to receive a relatively large subsidy from the province.

During his U of T stop, Peterson also



Left, Premier David Peterson and U of T President George Connell at the Koffler Centre Sept. 2. Below, NDP candidate Gladys Rothman, Liberal candidate Ron Kanter and SAC external affairs commissioner Chris Jones at an all-candidates meeting for St. Andrew-St. Patrick Aug. 27.

announced the addition of \$3 million to the Ontario special bursaries program to help low-income students study part time. About 3,500 people received the bursary last year. With increases in the amount of money available, their number is expected to rise to about 7,500. While the maximum grant under the program is about \$1,500, the average amount received is \$500. Peterson's announcement means the average special bursary will rise to about \$625 per year.

The province will also increase by about \$2 million the Ontario Work Study Program, bringing its total annual budget to approximately \$3.5 million a year. Under the program, the government pays half the cost of hiring students for on-campus jobs. The government expects the additional money will increase the number of jobs to 10,000 from 5,500 province-wide.

Funding strategy

In a question-and-answer session with reporters after his announcements, Peterson defended his government's record on university funding but declined to make a specific commitment of funds to operating support or capital grants.

"We recognized that the system by past standards has been run down over a 10-year period, and we're in the process of rebuilding that," Peterson said. "If you look at all the things we've done, I think you'll see a major new initiative to solve a lot of the problems. But if you're asking for a budgetary figure for the next budget, I'm not in a position to give it to you."

However, the premier did reiterate his government's support in principle for the universities. "We regard our post-secondary systems as key instruments not only in building a civilized and critical society, but also as an engine of growth for the future."

Peterson said the government would work with the universities to deal effectively with the "OSIS bulge", the increased influx of students expected with the introduction of Ontario Academic Credits in place of grade 13.

"We think it's going to put some pressure on the system, but it is manageable. We will not stand by and see people prevented from attending university because of that bulge," Peterson said.

Target funds

During the campaign, the Council of Ontario Universities, the Ontario Confederation of University Faculty Associations and the Ontario Federation of Students attempted to draw public attention to university issues by publishing the results of questionnaires distributed to the three party leaders.

Peterson's response to COU reaffirms the long-standing government policy of access to university for all academically qualified students. The government will take a "combination of measures" to enhance access and quality.

These measures involve "vastly in-



creased resource support and new mechanisms for funding the universities that target priority areas of activity while also leveraging resource commitments from other sources." The government will encourage private giving to the universities but will ensure adequate operating support "while pressing the university system to meet defined goals."

While a minority government, the Liberals increased basic operating support in order to permit the universities to undertake "revitalization activities" in the form of library acquisitions, renovations and repairs, accessibility, incentives for research and the promotion of Francophone and "distance" education, says the response. "A Liberal government will continue to build on these approaches to funding universities' activity."

COU says it is concerned about increased targeting of restricted funds "to areas defined by government according to its own priorities."

Peterson's response to the OCUFA questionnaire makes no specific commit-

ments to the universities but refers to measures taken during the period of minority government to increase basic operating support and initiate targeted programs.

The response commits the government to a review of the Ontario Council on University Affairs, which may have its mandate defined in legislation.

Winners and losers

Liberals took all three U of T constituencies: Kanter in St. Andrew-St. Patrick, Steve Mahoney in Mississauga West and Ed Fulton in Scarborough East. All-candidates meetings were held on each of the three campuses in the course of the campaign. On the St. George Campus, only Kanter and NDP candidate Gladys Rothman participated.

In addition to his support for new residence construction, Kanter told the all-candidates meeting he favoured a reduction in the student price of the Toronto Transit Commission Metropass but added that other spending priorities must also be considered.

Mail

Continued from Page 1

collecting signed union cards. The board is expected to deliver a ruling in five or six weeks.

In a Sept. 9 response to Askew's letter Connell reaffirms the University's policy of neutrality in the union drive and the decision not to allow the internal mail system to be used to support or oppose certification. "There is no restriction by the University on UTSA's freedom of speech," Connell's letter says. "Within the rules of the Labour Relations Act, UTSA can support the union of its choice and engage in a certification drive..."

U of T's internal mail system exists to allow the University to carry on its business, Pathy says. Those who wish to support or oppose certification have other means of communicating their positions to fellow staff members.

A letter has been sent to all staff explaining the University's position. In it Pathy says the University told UTSA early last June that it would not provide mail labels for the distribution of certification literature.

At the same time, the University said it would continue to provide the labels if it received a written undertaking from UTSA not to use them to distribute certification material. The University repeated its request in a June 29 letter to UTSA, but no written undertaking was given.

UTSA has gathered about 1,000 signed union cards and needs about 200 more to successfully request a supervised certification vote, Askew says. The six-month card-signing period expires at the end of October.

CHEF president named

John Dinsmore, a former deputy minister of industry and commerce (Quebec) and a past president of Petro-mont Inc., has been named president of the Corporate-Higher Education Forum.

Dinsmore, an engineer educated in Toronto, Montreal and Geneva, has been active in both provincial and federal engineering societies. He has followed a career as an entrepreneur, a senior official in the Quebec ministries of education and of industry and commerce, and a corporate leader. He has served on the Board of Governors of Concordia University and on the Natural Sciences & Engineering Research Council. Currently, he is a vice-president of the Montreal Board of Trade.

Founded in 1983, the forum examines

issues of concern to the business and university communities such as R&D spending, corporate support for higher education and matching of university programs to job demands.

The forum's 60 members are presidents and chief executive officers of Canada's larger universities and corporations. Chairman of the Board of Directors is John Panabaker of Mutual Life Assurance of Canada; deputy chairman is James Downey of the University of New Brunswick. Other corporate board members are James Black (Molson's), David McCamus (Xerox), Allan Taylor (Royal Bank), and university members are George Connell, Lloyd Barber (Regina), Gilles Cloutier (Montreal) and Arnold Naimark (Manitoba). The forum's secretariat is in Montreal.

Computerized catalogue transforms library

by George Cook

Felix, the library's \$2.5 million computerized catalogue, will be available for general use as the new term begins, but it will be some months before it is fine-tuned.

Preliminary trials have already taken place, said Carole Moore, the chief librarian, and Felix will now be evaluated under actual conditions. By agreement with the designer, Utas International Ltd., the system must meet performance standards before it is formally adopted by the University.

Felix will provide catalogue access to users at 100 terminals in five different campus libraries — Roberts, Sigmund Samuel, science and medicine, engineering and pharmacy — within a specified number of seconds, Moore said.

If the on-line system meets the specifications, the adoption process will be completed and the library will throw a party to celebrate, Moore said. The date has yet to be set, but may coincide with U of T Day, Oct. 24.

In the coming months Felix will be studied closely for fine-tuning. In addition, the library will distribute questionnaires to users asking for their responses and suggestions.

Felix provides access to the world's largest machine-readable bibliographic data base, Valentina de Bruin, library systems coordinator, said. Utas will provide weekly information updates on new material. The microfiche catalogue will remain in use but will not be updated after this month.

De Bruin said patrons should be able to walk up to terminals and use them without referring to an instruction book. Particular attention has been paid to the development of a "help screen" to explain the options available.

By entering a subject, author, title, call number or key word, library patrons will marshal a battery of on-screen information, including the status of the material sought. Felix will say whether a book is on the shelf, on loan, in transit

or in the bindery for repairs. It also shows when a book is expected back in circulation or if it's missing altogether.

If a book is on loan or in the bindery it can be placed on hold and the prospective borrower will be contacted when it becomes available.

Borrowers are no longer required to fill out charge slips. Library staff pass a wand over a bar-coded number on the book and on the user's library card and the computer registers both numbers. A date due slip is inserted into the book.

To borrow books, patrons must have their card numbers recorded by the computer. However, because not all books have been coded, there will be some initial delays as librarians add the necessary bar. When a patron calls up an uncoded book, the computer reports that the item is not in the system, but an additional command, "B — RETURN", causes the book's call number and location to appear.

Confidentiality of library records is

guaranteed by a variety of pass words. Circulation staff and members of the library administration have been given a variety of codes for use at staff terminals. Patrons will have access only to the public catalogue.

Key word capability — by which patrons enter a word or selection of words from the subject or title they are seeking — will be especially useful to scientists and social scientists, whose work is not always classified under Library of Congress subject headings.

Users quickly begin to use the catalogue in a new way, said associate librarian Peter Clinton. The computer creates "a different kind of browsability". By using the key word function, readers can quickly trace a subject through the catalogue in a way that would have taken a great deal of time and effort with microfiche or cards.

Felix also will help library staff keep tabs on material, control circulation, do inventory and block loans to persons whose books are overdue or who are in arrears on fines. Statistics from the circulation system will give a detailed account of both books and their readers. By identifying frequency of use, for example, the library will be able to establish priorities for book replacement or the purchase of additional copies.

The system is designed to expand step by step, Moore said, and is capable of linkage by telephone with home computers, but the system's capacity to respond to large numbers of terminals has yet to be fully assessed.

It might also provide print-outs at a central location or beside individual terminals. However, this feature will not be available for some time.

The system enters general use after more than three years of study by the Library Automation Review Committee, chaired by David Nowlan, vice-president (research), and a year of installation and testing.

It operates on Tandem computers, machines often used by hospitals and airlines for records and bookings. The hardware is designed with a variety of internal back-up systems to provide continuous, no-fault operation.

Students measure U of T's image

by Judith Knelman

A class assignment in Sociology 320 has turned into public relations strategy for U of T.

Every year, Professor Jeffrey Reitz sets his students in applied social research the task of designing, carrying out and reporting on a survey. One year it was voter attitudes to a politician. Another class examined community attitudes to Sunnybrook Hospital: should it be a community or a specialty hospital? Students who scrutinized United Way's services for the elderly to see whether they could be better coordinated concluded that the cost would be greater than the savings resulting from the elimination of duplication.

Last year, in response to a request from Marvi Ricker, U of T's director of public and community relations, Reitz's students set out to measure attitudes to the University of Toronto. Ricker wanted to know whether people thought universities were underfunded, and, if so, where more funds could come from. Did people feel that programs and research had suffered? How did they rank U of T? What did people think a university should be for?

"In trying to present U of T to the public I really need to know what the bottom line is — what perceptions we're working from," says Ricker.

Reitz split his class of 30 into groups that reviewed funding studies, found respondents, designed the questionnaire and oversaw the data analysis, formulated recommendations and evaluated the whole exercise. It was decided to ask the questions of two target groups, one a sample of the general public and one an elite collection of government officials, corporate leaders, journalists and other professionals. About 175 people agreed to participate, a 60 percent response rate.

The two groups felt that more money was needed for universities, but the institutional leaders thought it should come from taxation and increased tuition while the general public thought it should come from corporate contributions as well as government. Both groups suggested the government might spend less on defence in order to give more to universities. About 70 percent of both groups said they did not think funds should be targeted to government-approved projects.

Seventy-two percent of the general public but only 57 percent of the leaders thought that for a university to be really good accessibility was absolutely essential. High-quality programs and courses and high academic standards ranked

high with both groups; developing new technology and providing services to the community ranked low. Fifty-six percent of the public but only 40 percent of the leaders thought providing useful career training was of prime importance for a university. Basic research ranked highest with 65 percent of the leaders but only 51 percent of the public.

Sixty-eight percent of the leaders and 56 percent of the general public surveyed thought the current level of funding from the provincial government for Ontario universities was either a bit too low or much too low. Seventy-four percent of the leaders and 62 percent of the public thought the issue of funding had become more serious in the last five years. And 72 percent of the leaders and 59 percent of the public thought U of T specifically was in need of funding.

Sixty-four percent of the leaders and 54 percent of the public thought the quality of the University of Toronto was being threatened as a result of funding decisions over the last 10 years. Fifty percent of the leaders thought U of T had excellent or very good academic standards, though 61 percent of the general public thought so. Both groups thought quality of programs and courses and basic research were the best features of U of T and service to the community, accessibility, career training and the development of technology among the worst.

Medicine and engineering were singled out as the most outstanding faculties at U of T. Only two percent of the public and three percent of the leaders sampled thought arts was an outstanding faculty at U of T.

Relative to other universities, 28 percent of the leaders and 24 percent of the public thought U of T the best in Ontario: 60 percent of the leaders and 58 percent of the public thought it among the best. Fourteen percent of both groups thought it the best in Canada, while 72 percent of the leaders and 58 percent of the public thought it among the best. Fifty-six percent of the leaders and 42 percent of the public thought it among the best in North America, but about 25 percent thought it only average when compared with other North American universities. Most thought it was not the equal of Harvard, Oxford and the University of California at Berkeley.

Ricker was not surprised to learn of these perceptions, since they mean that the message that U of T is underfunded and overcrowded has been received. She noted that there are indications in the survey that if it had more money to

spend U of T could be a better place.

She has found the students' report helpful if not surprising. "The data suggest we're moving in the right direction." Because the demographic distribution of the survey is close to what census data would say about the population of Canada as a whole, Reitz believes the survey is "reasonably reliable".

One of his students, Heather Webster, found the exercise rewarding in more ways than one: she got a summer job on the strength of her experience with the survey. Soc. 320 was one of her favourite courses, she says, because "it wasn't just write your essay and write the exam and leave a lot of the information behind."

Soc. 320 seems to be a casualty of the conditions it sought to describe. The course is not being taught this year because Reitz is needed to teach graduate courses.



Fairley collection hit

The four A.Y. Jackson pictures — Camp Site, Trout Lake, Georgian Bay Rocks and Algoma Hills — flanking the larger picture in the centre were stolen on Sept. 4 from the Barker Fairley Lounge of the Faculty Club. Also stolen were Lone Tree, Georgian Bay by Jackson and Spring, Nova Scotia by

Arthur Lismer. The works, oil on wood sketches done on the spot, were donations from the collections of Huntly Gordon and Barker Fairley. They had been bolted to the wall. Recently evaluated at \$78,000, they were insured. The club has a motion detector and was in the process of installing individual alarms.

Gilmore

Continued from Page 1

should be known that I'm not just a rare winner, of which U of T has one."

But Gilmore is different. He has become renowned for the way in which he can reach out to 1,200 students in a Psychology 100 class in Convocation Hall and make every one feel connected to him. "He cares about students," says Ruven Gotz, one of the vast number who have experienced Gilmore's Con Hall classes in the past eight years. "He thinks from the students' point of view and tries to anticipate problems they're going to have."

Having completed two years of undergraduate studies in computer science by the time he came to Psych 100, Gotz was sceptical of any benefit to be gained from attending such a huge class. To his surprise, he thoroughly enjoyed the experience, and he *did* learn. "I was astounded by the feeling that, even though I was sitting among more than a thousand of my peers, Barney was talking directly to me."

Gilmore himself can't say why his teaching works so well. The closest he comes to an explanation is that he tries to make the lecture a dialogue "within the constraints of a situation where I'm going to do 90 percent of the talking."

Law professors win book prize

Professors Stephen Waddams and Robert Sharpe of the Faculty of Law have jointly won the Walter Owen Book Prize awarded by the Foundation for Legal Research for the most distinguished and valuable book on Canadian Law published each year. This was the first year the prize, worth \$5,000, was awarded.

Waddams and Sharpe are the co-authors of a treatise on remedies, *The Law of Damages and Injunctions and Specific Performance*, published by Canada Law Book Ltd.

Search for harassment officer

The president has approved the following membership of a committee to recommend the appointment of a sexual harassment officer for the University: Dean Ann Schabas, Faculty of Library & Information Science (*chair*); Richard Gray, undergraduate student; Ellen Ladovsky, undergraduate student; Eric McKee, assistant vice-president — student affairs; Karen Pearson, graduate student; Lois Reimer, status of women officer; Darlene Robinson, part-time undergraduate student; Helen Rosenthal, teaching staff; and Jose Sigouin, administrative staff.

Nominees sought for honorary degrees

Nominations for honorary degree recipients at the spring and fall convocations in 1988 should be sent to Jack Dimond, secretary of Governing Council, by October 15. Nomination forms are available from the Governing Council Secretariat.

The Committee for Honorary Degrees considers, among other things, particular accomplishments, connection or service to the University, service to the

He's quick to add that his subject matter helps. It's "rich with things students want to hear." And he gives full marks to the architecture of Con Hall — its wood, its curves, its warmth, its acoustics. Those features create the impression that the class consists of "me and a few other people."

Surprisingly, Gilmore doesn't consider himself a "natural" teacher. He feels that anyone who falls into that category would not be as nervous about teaching as he is. His nervousness has abated with experience (four years at the University of Waterloo and nine years at U of T) but he's still anxious in the first weeks of class.

Was it hard, then, to convince him to teach the class in Con Hall? Not exactly — he suggested the arrangement. Eight years ago, the psychology department was looking for a way to alleviate the demands of Psych 100, which required eight professors to teach a total of 12 sections. When Gilmore volunteered to take on a mammoth class in Con Hall, his colleagues jumped at the offer. It freed them for other teaching duties, ensuring smaller sections in those courses.

Some administrators, however, weren't so enthusiastic. Gilmore had to battle powerful opposition to the notion that such a large class could be an effective learning experience. Now, the University heartily endorses the arrangement. In the documentation sent to GASE to support Gilmore's nomination, several administrators expressed their amazement at what Gilmore has accomplished in seemingly inhospitable circumstances. And it gets better: evaluations of the course have steadily improved under Gilmore. Fred Wilson, president of the University of Toronto Faculty Association, notes the irony in the fact that the Con Hall class is so successful that it can no longer be used as an example of the dire effects of underfunding.

From the description of some of Gilmore's teaching tactics that have become legend (e.g., firing a starting pistol to illustrate conditioning), it might seem that he's a showman. But that label would not do justice to his seriousness of purpose. He will admit, though, to an occasional trick of his trade. After a class, for example, he may ask about a strange face in the audience. "You noticed her?" an astonished student will respond. "That was my cousin!" It's not that his knowledge of the 1,200 faces in the class is precise, Gilmore explains. Rather, it's because a quirk of human nature leads a person to sit in the same place for each lecture. Thus the groupings in the hall become well established, making it easy for him to spot an interloper.

One aspect of Gilmore's expertise noted by many admirers is his ability to show the connections between psychology and other disciplines. Gilmore says he accomplishes this in the last few lectures of Psych 100 by examining the nature of knowledge and understanding. With a theory of how people know and learn, students can examine some of the basic assumptions of philosophy, law, medicine, theology and literature.

Although he's best known for his class in Con Hall, Gilmore also teaches graduate classes of as few as three or four students — who are just as im-

pressed. "Instead of trying to impose his ideas on us, he would listen, drawing ideas out from individuals," says Gotz, who took a directed reading course from Gilmore. Julia Paris, a public relations officer for U of T, took both Psych 100 and a graduate course from Gilmore. He's as effective in dealing with the detailed, complex material of higher-level courses as he is with the broad approach of the first year, says Paris. In every situation, "he's very approachable, very amusing, very relaxed — a terrific teacher."

There is of course, as with every professor, the less public side of Gilmore's academic career — his research. He's currently finishing a three-year study of the psychological factors involved in susceptibility to the common cold. He hopes to give a lecture on his findings some time this year because the students who participated in the first year of the study will be graduating in the spring. But he warns, somewhat ruefully, that the results of the first two years of the study have been contradictory. All he can say now is that psychological factors *probably* play a role in susceptibility to the common cold. But just *how* they exert an effect remains unclear.

On a somewhat more esoteric level of research, Gilmore has written an article, to be published soon in *Behavioral and Brain Sciences*, on the effects of implicit definitions of "randomness" and their impact in research in parapsychology. Another example of Gilmore's academic writing, a chapter in *The Unconscious Reconsidered* (Wiley, 1984), looks at behavioural therapists' assertions that the unconscious is an unnecessary or redundant concept in therapy. Gilmore argues that, in spite of their claims to the contrary, the behavioural therapists are now formulating therapies and theories of therapy that essentially invoke the concept of the unconscious.

Gilmore is far from militant, but he makes his voice heard when he thinks an issue is important enough to get excited about. About two years ago, he sounded an alarm over what he saw as a possible attempt by the executive of UTFA to propel the association into union certification. He joined the association in order to register his protest as a voting member. The certification threat has passed for the time being, he says, although he describes himself as "ever paranoid" about the steps that an activist executive could take. He has remained an UTFA member because past president Michael Finlayson and current president Fred Wilson, personal friends of his, command his "loyalty and respect".

Apart from his role as an academic, Gilmore has other personae. He manages to keep up a small private practice as a clinical psychologist. His photography, a hobby that evolved slowly and unexpectedly, has progressed to the point that two campus shows of his landscapes have sold successfully enough to support his habit. His short story "Scott's Rock", a whimsical piece



Barney Gilmore lectures to a mammoth class in Con Hall.

about a stock analyst who causes a stir when it is discovered that he keeps a huge rock in his office, was published in the November/December 1985 issue of *The Graduate*.

In his creative writing he strives to convey his professional insights in an artistic mode, Gilmore says. Currently, he's working on a piece about fictional worlds where parapsychological research is conducted. He hopes readers will derive entertainment and education from the piece but he acknowledges that both academic publishers and the popular press are extremely resistant to such hybrid material.

Not to be forgotten is his role as a poet. Gilmore writes haiku to be projected in Con Hall as students arrive for his classes. At a rate of about 10 new poems a year, he has now amassed a sizable collection.

What are haiku? There are thousands of people around U of T who know.

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Nominations for 3M teaching fellowships

The Society for Teaching & Learning in Higher Education will award 10 fellowships next year to outstanding teachers in Canadian universities. The award consists of a citation, an invitation to a three-day seminar and funds for collaborative projects. The program is supported by 3M Canada.

Nominations must be accompanied by a letter from the provost. Deadline for requests for the letter of support is September 23. Further information is available from her office.

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New programs funded for career centre

The Career Centre has received \$315,000 in grants for new programs plus \$100,000 a year for five years to develop national conferences in Ottawa on vocational counselling.

A \$165,000 grant from Innovations Canada, an agency of Employment & Immigration Canada, will enable the centre to establish a program giving second and third year students the opportunity to spend a week working in a professional environment. U of T will be the only Canadian university to offer such a program, says Rivi Frankle, director of the centre.

The week is intended to give students an idea of what particular careers are like. Since many graduates find jobs on the basis of previous experience with employers, the program should also help to increase the opportunities of employment after graduation, Frankle points out.

This year, the centre will provide the one-week experience for about 300 students. Once the program is set up, it is expected to continue it whether or not more funding is available.

Frankle says several alumni in various professions have indicated their willingness to take on a student for a week. The program is voluntary on the part of both students and employers. The grant will pay for development and monitoring of the program.

A \$150,000 grant from the Counselling Foundation, a private organization, will fund a career development project to meet some of the special needs of arts and science students. Frankle says the centre needs to develop programs for those students because programs for other students — such as MBA's and engineers — use up much of the centre's resources.

The new project, offering programs to facilitate transition from university to work, will include activities such as a series of panel discussions entitled "Life After Graduation: What Next?" and a conference in March on the careers of professional women. A job-hunt club for new graduates will be established and a video centre will offer tapes on aspects of career planning and job searches.

The Ottawa conferences to be planned

by the centre are held in conjunction with the Canada Employment & Immigration Commission. About 1,000 vocational counsellors from universities, colleges, high schools, social agencies

and community groups across Canada regularly attend. Funding for the planning will be provided by the Counselling Foundation.

Robarts exhibition of services for disabled

The U of T section of an exhibition at the Robarts Library of resources for the disabled gives an indication of the scope of disabilities among students here: blindness and deafness and learning disabilities as well as restricted mobility.

Services to Disabled Persons checks access to buildings and classrooms for wheelchairs, provides volunteer readers for the visually impaired and puts them in touch with a provincial agency that arranges for the transcription of books into tape, Braille or large print, and helps the hearing-impaired arrange for sign-language or oral interpreting of lectures. It arranges for extra time in exams for the visually impaired or the learning disabled who need extra time to process questions or type out answers. It can even see to it that a student with a psychiatric disability is allowed to write an exam in private if that arrangement will alleviate anxiety.

Eileen Barbeau, coordinator of the service, says she hears from people with kidney problems who have to have frequent rest periods and can't write a three-hour exam all at once, from people with arthritis who are lacking manual dexterity, and from those with multiple sclerosis, diabetes, cystic fibrosis and Crohn's disease as well as those with

temporary disabilities. She keeps hoping that those who can use her help will come forward even if their disabilities are hidden.

"People say, 'I don't use a wheelchair; I don't use a white cane.' They think they aren't eligible for our services, but there is a lot that we can do for them."

The exhibition continues until Sept. 28.

Memorial service for Macpherson

The Department of Political Science will hold a memorial service for Crawford Brough Macpherson, University Professor Emeritus, at 4 p.m. Sept. 30 in Convocation Hall. Tributes will be offered by President George Connell, University Professor Emeritus Northrop Frye, University Professors Ursula Franklin and John Polanyi and Professors Peter Russell and Alkis Kontos. Members of the University and friends are welcome to attend.

President appoints Thornton to review divestment policy

President George Connell has appointed Professor A.P. Thornton to prepare a background paper review-

ing the divestment issue as it has developed at the University of Toronto and at other educational institutions in North America. He has been asked to produce his report in time for review by the Dec. 3 meeting of Governing Council.

Thornton has not been asked to make specific policy recommendations but to gather information on the University's present policy and its rationale and implementation and to outline the main policy options open to the University along with reasons for their support.

The policy adopted by Governing Council in September 1985 requires that the University not hold investments in any Canadian corporation that fails to comply satisfactorily with the federal government's code of conduct on employment practices of Canadian companies operating in South Africa. Also prohibited are investments in Canadian banks that make loans to the government of South Africa or its agencies and investments in US corporations that fail to comply satisfactorily with the Sullivan Principles.

Thornton is professor emeritus of history and a former chairman of the Department of History. His books include *The Imperial Idea and Its Enemies*, *Doctrines of Imperialism*, *The Habit of Authority and Imperialism in the Twentieth Century*.

During the course of his review he will be in room 112B in Simcoe Hall, telephone 978-2141.

Exchange program with Nanjing

The Office of International Cooperation has announced that some funding for airfare is available for faculty and graduate students wishing to travel to China to participate in an exchange program between U of T and Nanjing University. The program will run for three years, beginning in 1987-88.

Nanjing University will provide room and board for U of T exchange participants for up to 12 months. U of T participants in the first year of the program will be expected to go to Nanjing early in 1988.

Applications should be sent no later than October 1 to Professor Victor Falkenheim, chair of the selections committee, c/o the Office of International Cooperation, room 10A, Simcoe Hall. Priority will be given to well-defined research projects requiring a stay of more than one month in Nanjing. Final approval will be contingent on acceptance by Nanjing University.

United Way campaign begins next week

U of T's United Way campaign for 1987 gets under way at noon Sept. 21 in front of Simcoe Hall with a video screening and free popcorn and Coca Cola. Chancellor John Aird, honorary chairperson of the U of T campaign, will raise the flag to mark the beginning of the two-month appeal,

which ends on Oct. 24.

On Sept. 20 the United Way of Metropolitan Toronto will hold its annual walkathon, which will include a U of T contingent. Registration takes place at 1 p.m. at Nathan Phillips Square.

Last year the campaign raised slightly over \$400,000 with 35 percent of staff and students participating. This year's goal is \$450,000 and 45 percent participation.

Rivi Frankle, director of the Career Centre, and David Cameron, vice-president (institutional relations), are heading this year's campaign.

COUNCIL OF THE SCHOOL OF GRADUATE STUDIES NOTICE OF ELECTIONS STUDENT NOMINATIONS OPEN

Nominations are now open for candidates to fill student seats left vacant following the Spring, 1987/88 elections, as follows: **Division I (3 seats)**, **Division II (1 seat)**, **Division IV (1 seat)**. These seats are open for a one or two year term. Nomination forms may be obtained at any graduate department office, the Graduate Students' Union, and the School of Graduate Studies.

The deadline for receipt of nominations in the Office of the Secretary, School of Graduate Studies, 65 St. George Street, is **12 noon, Friday, September 25th, 1987**. No nominations can be accepted after that date.

Constituencies

Division I — The Humanities (3 seats to be filled)

Classical Studies
Comparative Literature
Drama
East Asian Studies
English
French Language & Literature
Germanic Languages & Literatures
History
History of Art
History & Philosophy of Science & Technology
Italian Studies
Linguistics
Medieval Studies
Middle East & Islamic Studies
Museum Studies
Music
Near Eastern Studies
Philosophy
Religious Studies
Slavic Languages & Literatures
South Asian Studies
Spanish & Portuguese

Law
Library & Information Science
Management Studies
Master's in Teaching
McLuhan Program in Culture & Technology
Planning
Policy Analysis
Political Science
Russian & Eastern European Studies
Social Work
Sociology
Urban & Community Studies

Division IV — The Life Sciences (1 seat to be filled)

Anatomy
Biochemistry
Botany
Clinical Biochemistry
Community Health
Dentistry
Forestry
Immunology
Medical Biophysics
Medical Science
Microbiology
Nursing
Nutritional Sciences
Pathology
Pharmacology
Pharmacy
Physiology
Psychology
Speech Pathology
Zoology

Division II — The Social Sciences (1 seat to be filled)

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Criminology
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Education
Geography
Industrial Relations
International Studies



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- What is UTSA's role?

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Tues.,	Sept. 22	12 - 2 P.M.	St. George Campus Galbraith Bldg. Rm. 202
Wed.,	Sept. 23	12 - 2 P.M.	Scarborough College Council Chamber
Thurs.,	Sept. 24	12 - 2 P.M.	St. George Campus University College West Hall, Rm. 273

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Medieval studies review

A committee has been established to review the Centre for Medieval Studies. Members are: Professor P.J. Perron, associate dean, Division I, School of Graduate Studies (*chairman*); Professors C.J. McDonough, Department of Classical Studies; J.A. Rafkis, Centre for Medieval Studies; J.F. Burke, Department of Spanish & Portuguese;

P.W. Gooch, Centre for Religious Studies; R.W. Van Fossen, Department of English; and P.J. White, School of Graduate Studies (*secretary*).

The committee invites comments or submissions from interested persons. These should be forwarded by November 15 to Professor P.J. Perron at the School of Graduate Studies, 63 St. George St.

PHD ORALS

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Friday, September 18
Robert William Hoskin, Department of Physiology, "The Upper Cervical Inspiratory Neurons." Prof. J. Duffin.

Lot Makhudu Mamabolo, Department of Education, "Training Experiences of Instructors of Mentally Handicapped Persons in an Adult Development Programme." Prof. D. Hunt.

Adelle Dorraine Mueller, Department of Education, "Peasants and Professionals: The Social Organization of 'Women in Development' Knowledge." Prof. D. Smith.

Nitza Bracha Perlman, Department of Psychology, "Informational Needs of Parents of Critically Ill Infants." Prof. J.L. Freedman. (Rescheduled)

Donna Mary Rogers, Department of Spanish & Portuguese, "A Partial Edition of the *Doce del Creado* by F. Elismenis (Chapters 1-97)." Prof. J. Gulsoy.

Monday, September 21
Akrur Behera, Department of Mathematics & Applied Mathematics, "Homotopy Theory in Groupoid Enriched Categories." Prof. P.H.H. Fantham.

Helen Ho-Yiu Chan, Department of Education, "A Developmental Study of Route Learning and Spatial Inference." Prof. P. Caplan.

Idit Dobbs, Centre for Medieval Studies, "The Concept of Providence in the Thought of Moses Maimonides and St. Thomas Aquinas." Prof. J. Reilly and F. Talmage.

Wednesday, September 23
Jasmine Iiga Daksis, Department of Microbiology, "Biochemical and Genetic Characterization of Temperature-Sensitive Mutants of Herpes Simplex Virus Type 1 Defective in the Shutoff of Cellular Macromolecular Synthesis." Prof. V.L. Chan.

Nancy Jean Eames, Department of Education, "The Rotke Neurodevelopmental Model: A Framework for the Clinical Conception and Diagnosis of Children with Learning Disabilities." Prof. O. Weininger.

Paul Scott Thorner, Department of Pathology, "Samoyed Hereditary Glomerulopathy — An Animal Model for Hereditary Nephritis." Prof. R. Bauman.

Friday, September 25
Deborah Louise Black, Centre for Medieval Studies, "The Logical Dimensions of Rhetoric and Poetics: Aspects of Non-Demonstrative Reasoning in Medieval Arabic Philosophy." Prof. J. Reilly and M. Marmura.

Kevin John Keen, Department of Statistics, "Estimation of Intraclass and Interclass Correlations." Prof. M.S. Srivastava.

Margaret Elizabeth McCallum, Department of History, "Family, Factory and Community: A Social History of Ganong Bros., Confectionery Manufacturers, St. Stephen, N.B., 1873-1946." Prof. D. Morton.

Carol Elisabeth Van Wagner, Department of Zoology, "Genetic and Morphometric Evolution in Canada Geese (*Branta canadensis*)." Prof. A.J. Baker.

Monday, September 28
Lincoln Douglas Durst, Faculty of Social Work, "The Social Impact of Hydrocarbon Development on Two Northern Arctic Communities." Prof. D. Bellamy.

Nibaldo Hector Galleguillos, Department of Political Science, "The Making of the Chilean Authoritarian State: A Case Study of a Defensive Coup d'Etat." Prof. R. Nun.

Tuesday, September 29
Karen Margaret Johnston, Department of Anatomy, "Insights into the Molecular Basis of Axon Transport as Defined by the Unique Immunological Probe, NS-20." Prof. J.A. Connolly.

Wednesday, September 30
Dario Francesco Del Rizzo, Department of Anatomy, "Negative and Positive Regulatory Molecules in the Control of Cell Proliferation along the Erythroid Line of Differentiation." Prof. A.A. Axelrad.

Thursday, October 1
Kumaraswamy Ponnambalam, Department of Civil Engineering, "Integrated Irrigation System Operation Optimization." Prof. B.J. Adams.

POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

University of Ottawa
Director, Research Services

Applications must be submitted before September 23 to: Human Resources Services, Staffing Division, 110 Wilbrod Street, University of Ottawa, Ottawa, Ont. K1N 6N5

University of Manitoba
Dean, Faculty of Education
Appointment effective July 1, 1988. Applications and

nominations should be received by October 15. Send to: Dr. F.G. Stanbrook, Vice-President (Academic), University of Manitoba, Winnipeg, Man. R3T 2N2

University of Oregon
Director, Museum of Art
Starting date is as soon as possible but no later than July 1, 1988. The deadline for applications is October 31. Send to: Larry D. Large, Chair, Museum of Art Director Search Committee, 203 Johnson Hall, University of Oregon, Eugene, OR 97403



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UTFA president seeks stronger links with University community

by Patrick Donohue

Fred Wilson has the distinction of being the first president to be installed in the University of Toronto Faculty Association's luxurious new quarters on the fourth floor of 720 Spadina Ave. An even greater luxury is the fact that the association has reached a two-year agreement with the administration. That allows him to involve the association in a much broader range of issues than it can deal with during a year of salary negotiations.

But the financial health of the University — especially as it affects faculty salaries — is never far from the surface in his conversation.

The seriousness of the University's financial plight hit home for the philosophy professor just after he'd returned to Toronto this summer from a sabbatical in France. He had produced several papers and chapters of books but, he discovered from a departmental memo, there was no longer money for the typing of research papers. That memo (even more than the meagre offerings at the St. Lawrence Market as compared to the abundance of the markets in France), emphasized the hard realities of life in Toronto. "I am supposed to publish," he says. "How can I do that if I can't get my papers typed?"

Then came another revelation he describes as "shocking": the library will no longer subscribe to a new journal unless a subscription to a journal in the same subject area can be cancelled. "That obviously has an impact on the library's ability to be useful, not just now but in future."

Wilson believes the whole University community should get its act together to persuade the government of the drastic results of such cutbacks. In fact, the importance of solidarity could be described as a major theme of his presidency. Not that he thinks his relationships with the administration will be entirely free of conflict. "But that shouldn't prevent us from speaking with a common voice. In the end, our common concern is the good of the University."

For instance, the University as a whole should protest against the tendency of the government to restrict the uses of new funding rather than add it to general operating grants. "It's clear that this is to prevent the money from going to faculty salaries." Both administrators and students should realize, he says, that inadequate salaries will have a detrimental effect on education. Professors will be lured away to private industry or the U.S. Classes will be over-crowded. "We can't be a university of international status if conditions are not adequate to retain scholars."

Much more can be done to make politicians aware of the problems of the University, Wilson says. He was disappointed at the administration's withdrawal from GRAUT (Government Relations At U of T), a committee established a few years ago to provide a channel for the various U of T constituencies to speak to Queen's Park. But he notes with approval that many campus groups cooperated to publish a *Bulletin* ad calling for the consideration of university-related issues in the provincial election.

The campaign would have seen much more emphasis on underfunding if alumni had been encouraged to speak up for the University, Wilson believes. "Potentially the impact of the alumni is immense." They're generous in supporting the University financially but he would like to see them galvanized as a



faculty representation in University government often puts UTFA in the awkward position of being the only voice to speak for faculty, Wilson says. He believes that adequate faculty representation at the highest levels of U of T government would have helped to minimize the "trauma" the University went through over the threatened closure of the Faculty of Architecture & Landscape Architecture.

Although many members of faculty would welcome a return to a bicameral form of government with a board and a senate, he says, the senate would still have to establish credibility, and senates at many universities have failed to do this.

But faculty representation isn't the only deficiency of the current form of government. Lay membership also leaves something to be desired. "We need strong lay representation to assure people in a clear way that the public interest is being protected and to assure the government that when the University says something it should listen."

Gender issue

Among many other on-going concerns of UTFA are the proposed hiring regulations aimed at redressing the low numbers of women on the faculty in many disciplines. Wilson acknowledges that some faculty members have legitimate reservations about the policy on which UTFA and the administration have tentatively agreed. "But I think these concerns can be met," he says, pointing out that the details of the agreement are not yet settled.

Given Wilson's well-publicized stance in favour of divestment in South Africa by the University, he can be expected to

argue forcefully for UTFA's identical position. Although he refers to divestment as an issue that could "explode" at any time, he hopes there won't be any open conflict on campus over the issue this year. But, if there is, he's confident it will be handled "judiciously and with care."

Meanwhile, Wilson is searching for ways in which UTFA can express its support for professors engaged in a dispute over academic freedom at the Toronto School of Theology. "They're not our members but our members expect us to support academic freedom."

Looking back at the recent conflict between UTFA and the Canadian Association of University Teachers, Wilson says the tension between the two groups should have come as no surprise because their respective roles have changed considerably over the years. But he believes that the recent agreement by CAUT to lower its fees and cut back its activities resolved UTFA's complaint. "I foresee no difficulty in my working with the present staff and officers of CAUT."

As for how the overall impression Wilson's presidency will make, he's not prepared to predict that. He merely says that he will carry on in the style established during his four years as chair of the association's university and external relations committee. Apparently, members saw something they liked in him. "I'm not sure I could tell what it was."

It's too soon to tell what impact Wilson's presidency will have on the University, but one thing that can be expected of him is leadership with passionate commitment. He points out that the association's Memorandum of Agreement with the administration, being a voluntary arrangement, is effective only as long as both partners believe it to be. On major issues like salaries and on the nitty-gritty ones like grievances, he says, faculty members have shown that they strongly support the memorandum because the association has fought hard to make it work. "Our strength, in the end, is the confidence members have in us. We have to work hard to keep that confidence."

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political force on behalf of U of T.

Too often, he feels, alumni are given the impression that the University's problems are caused by faculty salary demands. "The faculty association finds it odd that we should be continually blamed for deficits." In the case of the Burkett award, for example, he feels that the administration should have endorsed the independent adjudicator's opinion that faculty had suffered unjustly from underfunding. Then perhaps the alumni would have demanded remedies from the provincial politicians.

Wilson strongly believes that the municipal politicians too should be made more aware of U of T — not just its needs but its benefits to the city. Events like U of T Day help show the local community what a great place this is, but the message needs to be conveyed that it could be a much greater place with adequate funding. Wilson cites the way a community like Thunder Bay rallied to the defence of Lakehead University at the Bovey Commission hearings. It's not as easy to drum up enthusiasm for a much larger university in a metropolis, he admits, but it could be done.

Many Torontonians would be surprised to learn that U of T is one of the largest employers in Toronto. Not only does the University support a wide range of small industry, but it's also a tremendous cultural resource. Given the tangible and intangible benefits the University offers Toronto, Wilson finds it surprising how little civic support it receives as compared with, say, the massive effort by Metro Toronto to get funding for a domed stadium.

Governance

One of the biggest issues the University will have to deal with this year is governance. In spite of the fact that members of Governing Council work hard to run the University effectively, "it's safe to say that the present Governing Council has lost the confidence of the overwhelming majority of members of faculty," says Wilson.

He credits his predecessor as UTFA president, Michael Finlayson, with encouraging faculty to raise the question of the effectiveness of the current form of government. The lack of adequate

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What we need

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2. Date.

3. *Who.* Dr. Who? Professor Who? Joe Who? We get a little picky here; we like to have either two initials or a full first name. Professor Smith? I know them well. Professor S. Smith? If he's from U of T that narrows it down somewhat, but there is more than one Professor S. Smith even here.

Please indicate whether a speaker is a professor and/or is a medical doctor or dentist.

4. *Whence.* Is Professor X.Y. Smith from U of T? If so, we need to know her department (or faculty, school, institute, etc.); if she's from another university or institution tell us that (in which case, we don't need to know the department).

If someone is a visiting professor please indicate the department she is visiting as well as her home institution.

5. *Where.* Include the name of the building and its address, and the room name, number or both.

6. *When.* If the event lasts one hour or less we usually just put in the starting time; if it lasts longer we add the finishing time.

7. *Sponsor.* Which department or division of the University is sponsoring this event? Sometimes this is useful to indicate the viewpoint from which a topic is to be examined (e.g. *Knights of the Third Rank* could be about anything from medieval history to modern chess openings).

8. *Information.* For some events (usually conferences) we like to list a telephone number readers can call for more information; for the rest we need to know whom to contact in case you have forgotten to tell us something.

9. *Miscellaneous.* If there is an admission charge, or if advance registration is required, we need to know; most events listed are free so we don't want our readers showing up and being surprised. Is this event part of a series? If there is anything else you think we ought to know, please include it.

Events, The Bulletin, 45 Willcocks St., University of Toronto, M5S 1A1

UNIVERSITY
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Bulletin

Canola processing gets new impetus from chemical engineers

by Patrick Donohue

A tiny canola seed, like a pellet of shot, sits on a sheet of foolscap on Leon Rubin's desk.

"Do you have your crusher handy?" asks his colleague, Levente Diosady.

Rubin opens a drawer and takes out a clear plastic paperweight. He slowly lowers it onto the seed. There is a crunching sound. Lifting the paperweight, he nudges the cracked shell of the seed with a letter opener. Out pops a golden kernel. There is a greasy smear on the foolscap.

That smear is a sample of the oil that accounts for about 60 percent of the vegetable oil sold in Canada. Among Canadian crops, canola — an improved type of rapeseed — is second only to wheat in terms of both acreage planted and value. In 1985, six to eight million acres were planted in Canada, generating farm income of about \$1 billion.

But that income could increase substantially, thanks to an invention by Professors Rubin and Diosady. They have discovered a new method of processing canola that produces a higher quality oil and a meal more suitable for human food than that produced now. Their invention also cuts capital costs for canola processing.

Not surprisingly, the invention has excited interest in Canada and around the world. China and India, who with Canada produce 70 percent of the world's rapeseed, are particularly keen. Our federal government has acknowledged the invention's potential economic impact by nominating U of T's Innovations Foundation, which is handling the invention, as a finalist in the inventions category of the 1987 Canada Awards for Business Excellence.

Winners of the gold, silver and bronze awards will be announced in Halifax on Sept. 22. U of T is the only university among the 47 finalists, in eight categories, chosen from among 675 applications.

The inclusion of the U of T invention among the finalists points up the importance of the foundation's role, says Pauline Walsh, its executive director, in promoting the private-sector application of university science to the benefit of the Canadian economy.

Both Rubin and Diosady, professors of food engineering in the chemical engineering department, were involved indirectly in rapeseed processing before they joined U of T's faculty. Rubin was research director at Canada Packers, one of the pioneers in the use of rapeseed oil. Diosady was research director in a firm that built rapeseed crushing plants.

What concerned Rubin and Diosady were certain deficiencies in the meal left over after canola oil extraction by conventional procedures. Because it contains glucosinolates, which affect the thyroid and limit growth, the meal can't be used in human food although it can be used, within limits, as animal feed. It also has a high content of phytin, a substance that interferes with the absorption of zinc and iron in humans. Another detriment to the use of the meal is its unattractive dark hue, which is due to the presence of polyphenols (the substances which cause fruit to turn dark when peeled). It also contains 30 percent of the nutritionally useless hull.

To solve these problems, the two professors have come up with three separate inventions. The first involves the use of two solvents — methanol and hexane — in the processing. The methanol removes the glucosinolates and most of the polyphenols. Since the gums remain in the methanol phase, the oil attracted to the hexane is purer than that

produced by conventional processes.

The second invention relates to special equipment for extracting the remaining oil in the meal and the third invention is a process that upgrades the meal from animal feed to a substance that forms a suitable basis for human food. Revelation of details might constitute a legal bar to patenting, but Rubin will say that the equipment they have designed is "simple and elegant, smaller and mechanically much less complicated" than conventional technology. Their invention could have uses for other kinds of food processing.

The third invention lowers the phytin content and removes the hulls, producing two products that contain 90 percent protein. One of them they've produced by dissolving the protein in the meal and precipitating some of it back as almost pure protein, leaving behind the phytin and the hulls. The rest of the protein in solution can be recovered by a dual filtering process using membranes. Of the two kinds of protein resulting, one is soluble in acid and can be used to fortify soft drinks as is done in countries where the human diet lacks protein. The other kind of protein produced can be used as a standard protein replacement in foods, much the way protein from soy is now used.

Until now protein from rapeseed has never been used in human nutrition, says Rubin. If their technique is used it will be a first. And while many laboratory techniques have been developed to reduce glucosinolates in rapeseed meal, none of the previously tried methods resolves all of the major nutritional problems as well as the Rubin-Diosady method does.

So far, the country to respond most enthusiastically is China. Chinese rapeseed is very high in glucosinolates. Because the meal from it cannot be used even for animal feed, its only use is as fertilizer — worth about \$20 a ton. If it could be used for food, it would be worth \$200 per ton. About one and a half to two million tons of usable protein per year would become available to the Chinese if they used the process he and his colleague have developed, Diosady says.

The Chinese appear determined to do so. They have signed letters of intent indicating their willingness to build a pilot plant in Nanjing to test the Rubin-Diosady method, provided the required \$5 million can be raised. This past summer, Rubin and Diosady visited China through the sponsorship of the Ontario-Jiangsu science and technology exchange to consult on the project.

So far, about one ton of canola has been processed using the new techniques at the Protein, Oil, Starch Pilot Plant Corporation in Saskatoon. The Natural Sciences & Engineering Council, the Canola Council and CSP Foods have supported the development of the processes and the pilot testing at a cost of about \$500,000 over the eight years since Rubin and Diosady embarked on the process of invention.

Rubin and Diosady expect that the continuous processing in the Nanjing plant will prove the feasibility of the method. Then perhaps Canadians can be persuaded to build new rapeseed processing plants. A new plant would cost about \$20 million. But rapeseed meal, because of its poor quality, is currently worth \$60 per ton less than its major competitor, soy meal. The new processing methods could eliminate that differential, making the growing and production of rapeseed more attractive. For the same price as soy meal, consumers could receive a product higher in protein.

University of Toronto
Policy and Procedures:
Sexual Harassment

University of Toronto Policy and Procedures: Sexual Harassment

PREAMBLE

Sexual harassment in any situation is reprehensible. In the University community, it can jeopardize the rights of students, faculty and staff. The University of Toronto does not tolerate any form of sexual harassment and will endeavour to provide an environment that is free from it.

This Policy applies to all University of Toronto students and members of the academic and administrative staffs, including librarians, except that where provisions for dealing with sexual harassment are contained in a collective agreement, the terms of the collective agreement shall be applicable.

Allegations of sexual harassment reported or made known to the University shall be processed and/or acted upon by the University in accordance with this Policy. Members of the University should refer any cases of sexual harassment to the Sexual Harassment Officer, treating such referrals in the strictest confidence.

PART A: FUNDAMENTAL PRINCIPLES

In establishing a policy and procedure for dealing with allegations of sexual harassment, the University is guided by the following principles:

1. The prevention of sexual harassment through a process of educating and informing the University community is a necessary and important element of this Policy.

2. A spirit of fairness to both parties must guide the proceedings. This includes the respondent's right to know both the allegations and the accuser, and the rights of both parties to a fair and impartial hearing.

3. Confidentiality must be maintained in order to protect both the complainant and the respondent against unsubstantiated claims which might result in harm or malicious gossip.

4. Confidentiality must be distinguished from anonymity. The complainant who wishes to seek a remedy or a sanction through this procedure must be prepared to be identified to the respondent. This Policy does not, however, prevent anyone from seeking counselling or advice on a confidential basis from the Sexual Harassment Officer.

5. It should be taken into account that a complainant may have suffered harm or injustice as a result of sexual harassment and may wish only to see that harm remedied or redressed and not pursue disciplinary action or seek sanctions against the respondent. Thus, provision is made for a complainant to seek a remedy without necessarily instituting a formal proceeding for disciplinary action.

6. Balanced against this is the University's right — and responsibility — to insist that in specific cases where sexual harassment has occurred, a mere remedy, without disciplinary action against the individual whose misconduct is at issue, is not appropriate. It is also necessary to avoid situations in which a remedy implies some wrong doing on an individual's part, without allowing that individual due process. Overall, this Policy is structured to encourage solutions with the help of the Sexual Harassment Officer and/or mediator.

7. The complainant shall not be compelled to proceed with a complaint or disciplinary action, or be required to

testify against his or her will. The complainant shall have the right to withdraw a complaint at any point up to the end of a formal hearing. Once a complaint has reached the stage of a formal hearing, the respondent is entitled to a specific disposition of the issue; or, where the complaint is withdrawn once a formal hearing has begun but before it has concluded, to a dismissal of the proceedings.

8. The University is opposed to sexist behaviour of every kind; however, sexist behaviour that does not fall within the definition of sexual harassment described in Section 9(c) cannot be addressed under the disciplinary procedure of this Policy, but rather, must be addressed by education and other means.

PART B: DEFINITIONS

9. In this Policy:

- (a) "days" means Monday to Friday inclusive, but excluding University holidays.

- (b) "record of resolution" means:

- (i) in the case of informal resolution or mediation, the Resolution Report signed by both the complainant and the respondent; or

- (ii) in the case of a formal hearing where the Decision of the Hearing Board has not been appealed, the Decision of the Hearing Board; or

- (iii) in the case of an appeal, the Decision of the Appeals Board.

- (c) "sexual harassment" means:

- (i) a situation where submission to an unsolicited sexual advance or solicitation is, expressly or by implication, made a term or condition of a person's right to or continuation or advancement in employment or academic success; or

- (ii) a situation where submission to or rejection of an unsolicited sexual advance or solicitation is used as a basis for employment, academic or other decisions affecting the person or the person's progress; and/or

- (iii) physical conduct, occurring either on University premises or in the pursuance of a University activity that emphasizes the sex or sexual orientation of one or more individuals in a manner which the actor knows or ought reasonably to know creates for that individual, or those individuals, an intimidating, hostile or offensive working or learning environment; and/or

- (iv) verbal conduct, occurring either on University premises or in the pursuance of a University activity, that is directed at one or more specific individuals and which emphasizes the sex or sexual orientation of that individual or those individuals in a manner which the actor knows or ought to know creates for that individual or those individuals an intimidating, hostile or offensive working or learning environment and that exceeds the bounds of freedom of speech or academic freedom in the University.

- (d) words that are defined in the University of Toronto Act, 1971, as amended from time to time, have the same meaning herein as in that Act.

PART C: SEXUAL HARASSMENT OFFICER

10. The President, on advice of a search committee, which shall include at least one representative from each of the recognized constituencies set out in s.31(a),(b),(c), and (d), shall appoint an individual to act as Sexual Harassment Officer (the "Officer"). The term of office shall normally be three (3) years,

but, in any case, the term shall be set out at the time of appointment. The appointment shall be reported for information to the Committee on Campus and Community Affairs of the Governing Council.

11. The Officer shall be responsible to the President and shall:

- (a) be responsible for the application of this Policy as subsequently provided herein;

- (b) act as educator and provide the University community with information about the issue of sexual harassment and its prevention, and ensure that the University at large is aware of this Policy. This shall include ensuring that this Policy or a summary of it appears in divisional calendars; organizing educational programs such as workshops and fact sheets, and contributing to University publications;

- (c) function as counsellor and adviser.

This may involve providing an impartial advisory and/or information service to either or both parties in an allegation involving sexual harassment. It may include assisting a complainant in determining if sexual harassment may have occurred; assisting a respondent in determining the basis for a complaint of sexual harassment; assisting either or both parties in the formulation of an appropriate response; and advising a complainant or a respondent of the options available through University policy. The Officer is also expected to be able to provide some personal counselling and, where necessary, referral to the appropriate counselling services;

- (d) ensure that both male and female advisers are available to provide assistance or advice to individuals requesting it;

- (e) maintain confidential case records and pertinent statistics on all matters of alleged sexual harassment referred to the Officer;

- (f) report annually to the University community through the President to the Committee on Campus and Community Affairs on matters relating to sexual harassment including, without names, the disposition of the cases before the Hearing and Appeals Boards.

PART D: INITIATING PROCEDURE

12. A complaint may be made to the Officer by an individual or individuals who claim to have been directly affected by sexual harassment.

13. (1) Any member of the University community may make a complaint to the Officer on behalf of another.

- (2) Where such a complaint is made on behalf of another, the complaint shall not proceed in any manner unless the Officer receives written permission to proceed with the complaint from the individual(s) on whose behalf the complaint was made.

- (3) If such permission is granted, the individual(s) on whose behalf the complaint was made is (are) deemed to be the complainant(s).

14. Following consultation with the Officer, the complainant may:

- (a) take no further action; or

- (b) make a written complaint requesting the Officer to attempt a resolution of the complaint.

15. If the complainant decides to take no further action, the Officer shall not proceed with the complaint.

16. (1) If the complainant wishes to pursue the complaint, the complainant

shall provide the Officer with a written statement giving details of the alleged harassment, and with authorization to proceed as in s.14(b), above.

- (2) A complainant must file an allegation of Sexual Harassment with the Officer within four (4) months from the date of the alleged incident.

- (3) Upon receipt of the written complaint, the Officer shall inform the respondent forthwith of the allegation(s) and shall provide the respondent with a copy of the written complaint.

- (4) In exceptional circumstances which shall not be deemed to be exceptional on the sole ground of the formal relationship that exists between the parties, the Officer may accept a complaint and/or delay informing the respondent that a complaint has been made for a period not exceeding six (6) months from the date of the alleged incident.

- (5) (a) Where the complainant is, at the time of the making of the complaint, a student of the respondent, the Sexual Harassment Officer shall, at the request of the complainant, make arrangements through the appropriate administrator for the work and examinations, if any, of the complainant to be evaluated by a disinterested party.

- (b) The Sexual Harassment Officer shall reveal in confidence to the Administrator only that a complaint has been made and shall not in any manner reveal the alleged facts.

- (c) Such action shall not be taken unless the respondent has been informed that a complaint has been made and that the complainant has made a request that such action be taken.

17. The complainant has the right to withdraw the complaint at any time prior to the conclusion of the formal hearing.

18. The decision to withdraw the complaint by the complainant shall bring the matter to an end under this Policy whether or not the Provost or a Vice-President has undertaken the prosecution.

19. If the complainant chooses to withdraw the complaint after a formal hearing has begun, the complaint shall be dismissed.

20. An attempt to resolve the matter by informal means and by mediation shall occur unless it is the opinion of the Officer that the complaint is frivolous or vexatious.

PART E: INFORMAL RESOLUTION

21. This process is intended to allow the Officer to resolve relatively straightforward complaints in an expeditious manner, and not to take the place of the mediation procedure outlined below.

22. Where the complainant has made a written complaint, the Officer shall discuss the allegation with both the complainant and respondent with a view to reaching a resolution.

23. If a resolution acceptable to both the complainant and respondent is reached, the matter will proceed no further, except that the Officer may assist in bringing about whatever administrative or other action is needed to implement the resolution.

24. If resolution is achieved through informal resolution, a Resolution Report shall be signed by the complainant and the respondent, unless both parties agree that no Resolution Report shall be signed.

25. If no resolution is achieved, the complainant may:

- (a) ask the Officer to initiate mediation; or
- (b) withdraw the complaint.

PART F: MEDIATION

26. A mediator, who may be from within the University community, shall be selected by the Officer, after informal consultation with the parties. The mediator shall be chosen and the mediation process begun within ten (10) days from the time the complainant and the respondent have agreed to mediation, unless both the complainant and respondent agree to the extension of the time limit.

27. The mediation process shall be concluded within ten (10) days, unless both the complainant and respondent agree to the extension of the time limit.

28. If a resolution is achieved as a result of mediation, a Resolution Report shall be signed by the parties involved in the mediation process, unless both parties agree that no Resolution Report be signed.

29. (1) If no resolution is achieved through mediation, the complainant may in twenty (20) days:

- (a) withdraw the complaint, or
- (b) initiate proceedings for a formal hearing.

(2) If no such action is taken, the complaint shall be deemed to be withdrawn.

PART G: ESTABLISHMENT OF A FORMAL HEARING PANEL

30. The President of the University shall invite recognized campus constituencies to nominate members for the Sexual Harassment Hearing Panel.

31. The Hearing Panel shall consist of thirty (30) members, chosen by the President of the University from the nominations received, in consultation with the Officer. The Hearing Panel shall be composed of representatives of the constituencies, as follows:

- (a) twelve (12) undergraduate students, eight (8) who are full-time and four (4) who are part-time;
- (b) six (6) graduate students and teaching assistants;
- (c) six (6) faculty and librarians; and
- (d) six (6) administrative staff excluding librarians.

32. Members of the Hearing Panel shall be appointed for two-year terms. No member may remain on the Panel if that member is no longer a part of the constituency from which that person was nominated. All members are eligible for re-nomination.

33. A Chair shall be appointed for a two-year renewable term, by and from among the Panel members, in consultation with the Officer.

34. No member may remain on the Panel if that member is a complainant or respondent in a case of sexual harassment being dealt with under this Policy.

PART H: FORMAL HEARING

35. No formal hearing shall be initiated for a complaint of sexual harassment unless the procedures for informal resolution and mediation have been tried and have failed.

36. The Sexual Harassment Officer shall determine when the procedures for informal resolution and/or mediation have been tried and have failed.

37. Prior to making a decision to pro-

ceed to a formal hearing, the complainant may, through the Officer, ask the Provost or the appropriate Vice-President to submit the case to the University Discipline Counsel for consideration. The Provost or the appropriate Vice-President, on the advice of the University Discipline Counsel, shall have the discretion to undertake or to decline prosecution of the case. The University Discipline Counsel shall assess the merits of the case, and shall not recommend to the Provost or the appropriate Vice-President to undertake prosecution unless there is *prima facie* evidence of sexual harassment. The decision of the Provost or the appropriate Vice-President shall be communicated to the Officer who shall, in turn, inform the parties. The complainant may elect to prosecute the matter without the involvement of the University Discipline Counsel.

38. Once the process of informal resolution and mediation have been tried and have failed, the complainant may request a formal hearing by notifying the Officer in writing.

39. A formal hearing shall be initiated by the Officer unless it is the opinion of the Officer that the complaint is frivolous or vexatious.

40. When the Officer declines to initiate a formal hearing on the grounds that the complaint is frivolous or vexatious, the Officer shall provide written reasons for the decision, a copy of which shall be provided to the complainant and respondent.

41. The Officer shall communicate in writing to the respondent, within five (5) days of the receipt by the Officer of the notification, that formal hearing procedures have been initiated.

42. Upon written authorization from the complainant and notification to the respondent, the Officer shall inform the Chair of the Hearing Panel and ask that a Hearing Board be drawn up to adjudicate the complaint.

43. The complaint shall be heard by a five-member Hearing Board.

44. The Chair of the Hearing Panel shall:

- (a) ask each of the complainant and the respondent:
- (i) to indicate a constituency from which a member of the Hearing Board shall be drawn; and
- (ii) to specify, if the complainant or the respondent so desires, the sex of the member; and
- (b) name one (1) member from each of the indicated constituencies to serve on the Hearing Board; or, if either party declines or fails to indicate a constituency, name a member from the constituency of the declining party;
- (c) appoint two (2) other members from the Panel to serve on the Board;
- (d) arrange with the Chair of the University Tribunal for the University Tribunal Chair or a University Tribunal Co-Chair to preside over the hearing as a non-voting member;
- (e) inform both parties, in writing, of the composition of the Hearing Board;
- (f) set a date and place for the hearing, in consultation with the parties; and
- (g) inform the Provost or appropriate Vice-President of the date and place of the hearing and the names of the parties.

45. Either party may object to any Board member. The grounds for the objections shall be submitted to the Chair of the Hearing Panel who shall make a ruling.

46. The Hearing Board shall conduct a hearing in accordance with the Statutory Powers Procedure Act.

47. Both the complainant and the respondent are entitled to attend the hearing.

48. Attendance at the hearing of any persons other than witnesses called by a party to the hearing for the purpose of giving relevant evidence, or the Provost or appropriate Vice-President or their representative, is at the discretion of the Chair of the Hearing Board.

49. The hearing shall be concluded as expeditiously as possible, not to exceed sixty (60) days unless both the complainant and the respondent agree to an extension of the time period.

50. The onus and standard of proof that the sexual harassment complained of has been committed by the respondent shall be as in criminal cases.

51. A record of the proceedings before the Hearing Board shall be made by tape recording or other suitable means.

52. (1) Within twenty (20) days of the conclusion of the hearing, the Hearing Board shall submit a written decision regarding guilt or innocence to the parties.

(2) The decision of the Hearing Board need not be unanimous but at least three (3) votes shall be required to sustain the complaint; unless there are at least three (3) such affirmative votes, the complaint shall be dismissed.

(3) If a finding of guilt has been made, the Hearing Board shall request that the Officer place before them any records of resolution concerning the respondent that are dated within the previous five (5) years.

(4) The Hearing Board may impose the following penalties upon any person in the employ of the University in any case where sexual harassment is found to have occurred:

- (a) oral or written reprimand by the Hearing Board; and/or
- (b) inclusion of the decision of the Hearing Board in the respondent's personnel file; and
- (c) where the sexual harassment found to have occurred is the type defined in either s.9(c)(i)(ii) or (iii), or where the Officer has produced a previous record of resolution concerning the respondent, the Hearing Board may, in addition to or in lieu of the above penalties:

- (i) order that any recommendation that the respondent receive a merit increase have an effective date of up to one (1) year less a day after the usual effective date.
- (ii) recommend that dismissal proceedings be commenced.

(5) Where the Board has made an order under s.52(c)(i):

- (a) the entire amount of the recommended increase shall be added to the respondent's base salary on the effective date ordered by the Hearing Board; and
- (b) the finding of guilt shall not be taken into account in any assessment of the appropriate merit increase.

(6) The Hearing Board may impose the following penalties upon any person registered as a student where sexual harassment is found to have occurred:

- (a) oral or written reprimand by the Hearing Board; and/or
- (b) inclusion of the decision of the Hearing Board in the respondent's stu-

dent academic record; and

(c) where the sexual harassment found to have occurred is the type defined in either s.9(c)(i)(ii) or (iii) or where the Officer has produced a previous record of resolution concerning the respondent, the Hearing Board may, in addition to or in lieu of the above penalties:

- (i) order that the respondent be suspended from attendance in a course or courses, a program, an academic division or unit, or the University for a period of not more than one (1) year; and/or
- (ii) recommend that expulsion proceedings be commenced.

(7) In any case where sexual harassment is found to have occurred, the Hearing Board may, in addition to any penalty imposed, order that the respondent meet with the Officer for educational counselling regarding sexual harassment.

(8) Dismissal and/or expulsion may only be recommended. Such recommendations shall be dealt with in accordance with established policies and procedures and by the terms of existing contracts of employment or collective agreements.

(9) The Hearing Board may also order remedies which it deems appropriate to redress any harm or injustice suffered by either party.

(10) Where the Hearing Board forms a view that redress or restitution ought to be given by the University, no such order shall be made unless the administration has been given an opportunity to appear before the Board and make submissions.

PART I: APPEALS

53. The President of the University shall invite each of the constituencies named in s.31 to nominate members for the Appeals Board.

54. The President shall appoint five (5) members to the Appeals Board as follows:

- (a) one (1) member from among the nominations received from each constituency; and
- (b) one (1) additional member, who shall be:
- (i) the Chair of the Appeals Board, and
- (ii) a lawyer.

55. No person shall be appointed unless such person is a member of the University community or serves on one of the committees of the Governing Council, other than the Chair of the Appeals Board.

56. Members of the Appeals Board shall be appointed for two-year terms. No member other than the Chair may remain on the Appeals Board if that member is:

- (a) no longer a part of the constituency from which that person was nominated; or
- (b) no longer a member of the University community nor serves on any committee of the Governing Council.

57. Within twenty (20) days, the decision of a Hearing Board as to guilt or innocence and/or the Board's decision as to penalty or redress may be appealed by either the complainant or respondent to the Appeals Board except for a finding which is one of fact alone.

58. An appeal shall not be a trial *de novo*, but in circumstances which it considers to be exceptional, the Appeals Board may allow the introduction of further evidence on appeal which was not available or was not adduced at the

hearing, in such manner and upon such terms as the Appeals Board may direct.

59. The Appeals Board may:

(a) sustain the decision of the Hearing Board in its entirety; or

(b) sustain a finding of guilt but substitute a different penalty, redress or restitution; or

(c) dismiss the appeal; or

(d) order a new hearing.

60. Where the Appeals Board substitutes a different penalty, redress, or restitution, the penalty, redress, or restitution must be one that the Hearing Board was empowered to make.

61. Decisions of the Appeals Board shall be the vote of the majority of the members.

62. The Decision of the Appeals Board shall be final except where dismissal and/or expulsion is recommended, in which case the policies and procedures referred to in s.52(8), above, shall be followed.

PART J: CONFIDENTIALITY

63. By engaging in the procedures for consultation, counselling, advice, assistance, discussions, informal resolution and mediation referred to in this Policy, a complainant or a respondent, as the case may be, and the Officer and mediator, if any, consent and acknowledge that:

(a) all statements and disclosures made, information furnished and documents and things provided or presented to the Officer and mediator, if any, are without prejudice and shall remain confidential and shall not be

disclosed by any of them except with the consent of the others or under compulsion of law; and

(b) the Officer and mediator, if any, shall not be witnesses in formal hearing proceedings.

64. The Officer and mediator, if any, shall not investigate a complaint in a manner that involves the administrative officers of the University or any other persons except with the consent of the complainant and the respondent.

65. Anything obtained or received in the course of an investigation shall be subject to the above rules of confidentiality.

66. No member of the Hearing Panel or Appeals Board, nor anyone whose work assists the Hearing Panel, a Hearing Board, or the Appeals Board may reveal to any other person any of the information received in the course of his or her respective duties except in accordance with s.16(5)(a),(b) and (c).

PART K: RECORDS

67. A record of the resolution of any complaint, other than through the withdrawal or dismissal thereof, and whether through informal resolution, mediation or a decision of the Hearing Board, shall be filed with:

(a) the Officer; and

(b) the Provost or the appropriate Vice-President.

68. No Decision of the Hearing Board shall be filed:

(a) within twenty (20) days from the date of the Decision; nor

(b) in any case where the complainant

or respondent has elected to proceed with an appeal.

69. The record of resolution shall be kept in complete confidence.

70. Copies of the written complaint and material other than the record of resolution shall be maintained only by the Officer.

71. Where a complaint is withdrawn, all records pertaining to the matter, including, but not limited to, all records held by the Officer or by the Hearing Panel shall be destroyed six (6) months from the date the complaint is withdrawn.

72. Where a complaint is dismissed by a Hearing Board or by the Appeals Board:

(a) the record of resolution shall have all names deleted; and

(b) all records pertaining to the matter except for the record of resolution shall be destroyed six (6) months from the date the Decision is rendered; and

(c) the record of resolution may be deposited in the respondent's personnel or student file by the respondent provided that the name and other identifying characteristics of the complainant have been deleted.

73. In all other instances, all records pertaining to the matter shall be destroyed five (5) years after the completion of all proceedings.

74. The record of resolution only may be kept by the Officer for a period greater than five (5) years provided that all names are deleted.

75. No records shall be placed in a complainant's file unless placed there by the complainant.

PART L: RIGHT TO COUNSEL

76. The complainant and the respondent may at any stage of any of the procedures outlined in this Policy be represented and/or accompanied by another person of his or her choice who may be a solicitor.

PART M: OTHER PROCEEDINGS

77. Should the complainant commence proceedings before the Ontario Human Rights Commission or in the courts with respect to the subject matter of a complaint being dealt with under this Policy, proceedings under this Policy shall be suspended until the other proceedings are discontinued or brought to a conclusion.

78. Where the subject matter of a complaint is such that proceedings could be brought under this Policy or the Code of Behaviour on Academic Matters:

(a) no proceedings shall be initiated under this Policy if proceedings have been initiated under the Code of Behaviour on Academic Matters; and

(b) if proceedings have been initiated under this Policy, such proceedings shall forever cease if proceedings are initiated under the Code of Behaviour on Academic Matters.

Office of the Vice-President and Provost

University of Toronto



Pain treatment discussed by video link

by Joan Hollobon

Pain researchers in Toronto and Stockholm held a two-hour conference via satellite, Sept. 4, in the first ever two-way video conference between Canada and Sweden and the first ever held by U of T.

Teleconferencing with one-way vision and two-way voice is common now, but in this case each group could see, as well as hear, the other. Allan Heyworth, coordinator of telecommunications and computer networking at U of T, said the greater efficiency and economy of the new compressed digital video system makes long-distance education and conferences affordable now.

Five Canadian and two US scientists sat around a table in Bell Canada's Toronto video conference studio discussing proceedings at the seventh Lita Annenberg Hazen Biomedical Workshop with 10 fellow scientists from Sweden, Germany, Britain and the United States. The workshop on the neurobiology of pain, attended by scientists of many disciplines from around the world, was held in Stockholm from Sept. 1 to Sept. 5.

The signal came via mid-Atlantic US satellite to a ground station outside Pittsburgh and thence by AT&T land channel to Buffalo and via Bell lines from Buffalo to Toronto. The signal was then routed to Ottawa for conversion from European to North American standard and returned to Toronto. Video originating in Toronto went through reverse procedure to reach Sweden.

Technical arrangements were made by the Foundation for the International Exchange of Scientific and Cultural

Information by Telecommunications (FISCIT), which is bearing the major part of the cost.

FISCIT is a non-profit consortium of North American and European research universities forming a network for scholarly and educational exchange, and linking selected centres across the Atlantic through video seminars, lectures and collaborative research pro-

jects. FISCIT's operating headquarters are at the University of Pittsburgh. U of T is the only Canadian University in FISCIT.

Chairman at the Toronto end was Dr. Bruce Pomerantz, University of Toronto neurophysiologist especially noted for his research into endorphins, the natural opiates of the brain. In Sweden, chairman was Martin Meyer-

son of the University of Pennsylvania, president of FISCIT.

David Nowlan, U of T vice-president of research, said in an interview that the University will organize and host a similar but "multi-point" conference, with three points or more, a technically more difficult project.

"That's one of the things we are experimenting with in this group, to try to do it as efficiently as we can, to keep costs down," he said.

Payment is according to satellite and land channels: cost of the linkage for the two-hour Toronto-Stockholm conference is anticipated at about \$6,000. A direct trans-Atlantic line probably would be cheaper, Prof. Nowlan said.

Participants in Toronto were: Dr. Donlin Long, chief of neurosurgery at Johns Hopkins Hospital; Dr. Eliot Stellar, professor of physiological psychology at the University of Pennsylvania; Dr. James Henry, professor of physiology at McGill University, and president of the Canadian Pain Society; and from the University of Toronto, Pomerantz; Dr. Jonathan Dostrovsky, professor of physiology; Dr. Philip Seeman, chairman of the department of pharmacology; and Lynn Trainor, professor of physics. Trainor, Pomerantz said, "is one of the world's leading theoretical biologists and one of the few who is also a physicist."

In Sweden were Myerson; Dr. Burkhart Bromm, University of Hamburg; Dr. Aaron Klug, University of Cambridge; Dr. Roger Kornberg and Dr. Yehli Lorch, Stanford University School of Medicine; Dr. John Liebeskind, University of California; Dr. David Ottoson, Karolinska Institute; Dr. Charles Stevens, Yale University School of Medicine; Dr. Lars Terenius, University of Uppsala; Dr. Patrick Wall, University of London.

The University's McLuhan Program in Culture & Technology and Innis College are planning a similar two-way digital video transatlantic meeting with Nice, France on Oct. 23 between noon and 2 p.m. in the Town Hall at Innis.

Caffeine can block anti-pain drugs

Coffee, Coca Cola and chocolate should be taboo for anyone receiving acupuncture or TENS treatment for pain, a McGill University pain researcher advises. (TENS stands for transcutaneous electrical nerve stimulation.)

Dr. James Henry of McGill University made this suggestion during a transatlantic two-way video conference linking pain researchers in Toronto and Stockholm.

He said reports are now in press of experiments demonstrating that adenosine triphosphate and adenosine are implicated as chemical mediators of synaptic transmission in sensory pathways. It appears that adenosine is released from primary nerve fibres carrying sensation to the brain, particularly from the skin, and that it acts to damp down pain sensation. Caffeine is an adenosine antagonist.

"If this is the case, then it's worthwhile explaining to neurologists and others in pain clinics that if you are treating patients with TENS they should not be taking coffee or eating chocolate bars or drinking Coca Cola before taking this kind of treatment because the caffeine may reduce the efficacy of treatment," he told the video conference.

He said adenosine's effects can also be prolonged by blocking its uptake into cells through the use of dipyridamole (trade name Persantine), a drug used widely for cardiovascular problems including angina pectoris.

Dr. Harold Merskey, a psychiatrist at the University of Western Ontario and the London Psychiatric Institute, gave dipyridamole to 11 chronic-pain patients who had not obtained relief from any other treatment. Seven reported varying degrees of pain relief. While this was an uncontrolled and therefore unscientific study, it suggests further research would be worthwhile, he said.

The video conference was notable for

bringing together basic scientists, particularly molecular biologists, and clinicians.

Dr. John Liebeskind of the University of California said the Stockholm workshop was addressing the problem of pain on the broadest basis, such as differentiating between "good" and "bad" pain — pain that is a healthy, normal warning, and pathological pain that no longer serves a useful purpose; differentiating between acute and chronic pain; and assessing the modulating effects of psychological influences on human pain.

Dr. Bruce Pomerantz in Toronto hoped that molecular biology would provide researchers with tools that will help them "ask the holistic questions". The toughest problem, he said, is getting from the discoveries at the molecular level in rat brains to a correlation with the "human psychophysics of pain".

An exchange between Dr. Donlin Long of Johns Hopkins Hospital speaking in Toronto and Dr. Lars Terenius of the University of Uppsala speaking from Stockholm, explored the problem of "psychosomatic" pain.

Long said that it has been a major medical error to categorize pain as "psychosomatic" simply because no organic cause can be found. This failure may reflect inadequate diagnostic techniques, as shown by the advent of CT (computerized tomography) and magnetic resonance imaging, which pinpointed many previously undiscovered lesions. Nevertheless, there are emotional and personality factors that play a crucial role in human pain.

The Hazen workshop brings together scientists from many fields because the Hazen Foundation believes interest in pain research can be fostered if the interest of distinguished scientists who have not hitherto been engaged in the field is aroused.

J.H.

Arts & science council by-election

Nominations open on Sept. 21 for positions on the general committee and other committees of the arts and science council.

Nomination forms and a list of vacancies are available at the office of the dean, college and faculty registrars' offices and departmental and college students' organizations offices. Completed forms must be received in the office of the dean no later than 4 p.m. Friday, October 2 in order to be valid.

Observation of Peace Day

Faculty, staff and students wishing to participate in the sixth annual International Day of Peace will observe it with a minute of silence at noon on Tuesday, Sept. 15. At 12.01 p.m. the bells will ring in Soldiers' Tower.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Margaret Graham; (7) Sandra Winter; (9) Janice Draper.

Applications Programmer Analyst II
(\$25,970 — 30,550 — 35,130)
Information System Services, three positions (3)

Applications Programmer Analyst III
(\$31,990 — 37,640 — 43,290)
Graduate Studies (6)

Art Curator

(\$30,420 — 35,790 — 41,150)
Office of the Vice-President, Institutional Relations (6)

Clerk IV

(\$19,270 — 22,670 — 26,070)
Computing Services, two positions (3); Residence, Food & Beverage Services (3)

Clerk Typist III

(\$17,670 — 20,790 — 23,910)
Management Studies (9); Astronomy (4); Botany (4); Library & Information Services (7); Student Affairs, Office of the Provost (6); Physical & Health Education (6); Ophthalmology, 60 percent full-time (1)

Director, Individual Giving
(\$19,400 — 21,750 — 24,100)
Office of the Vice-President, Institutional Relations (6)

Editor

(\$35,500 — 41,760 — 48,020)
Bulletin, Communications (6)

Laboratory Technician II

(\$21,330 — 25,100 — 28,870)
Pharmacy (6)

Secretary I

(\$17,670 — 20,790 — 23,910)
Graduate Studies (6); Environmental Studies (6); Chemistry, 60 percent full-time, possibly 80 percent (4); Theoretical Astrophysics, 50 percent full-time (6)

Secretary II

(\$19,270 — 22,670 — 26,070)
Research Administration (6); Dean's Office, Arts & Science (4); Graduate Studies (6); Labour Relations (2); South Asian Studies (6); Chemical Engineering (3); Electrical Engineering (3)

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RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Canadian Electrical Association

Research proposals are invited on the following.

1. Electrical supply voltage problems.

Closing for receipt of proposal 1 is 4 p.m. on Thursday, September 24 at the CEA.

2. Aluminum-to-copper connections in a saline environment.
3. Final breakdown mechanisms of polymer insulated distribution cables.
4. Design of an accelerated ageing test for polymer insulated distribution cables.

Closing for receipt of proposals 2 to 4 is 4 p.m. on Thursday, October 15 at the CEA.

Medical Research Council MRC has made a number of changes to the current grant program guidelines.

Studentships
Effective July 1, 1987, a fixed yearly research allowance of \$400 will be provided to the student's supervisor to defray travel costs

for attendance at scientific meetings. Course fees may not be paid from these funds.

Graduate student support on operating grants

Foreign graduate students may now be supported from operating grants; however, written permission must be sought from MRC. Information provided should include confirmation that no suitable Canadian citizens or permanent residents are available.

MRC awards programs:
receipt of documentation
All applications and other required material for fellowships, centennial fellowships, studentships, dental fellowships, scholarships and MRC scientist awards must be received by MRC on or before the deadline. Late or incomplete applications will not be considered.

Natural Sciences & Engineering Research Council

A supply of the new guidelines and application forms for 1988-89 has been sent to all physical sciences and engineering departments, the research office of the Faculty of Medicine (now

in the FitzGerald Building) and some medical departments.

Investigators should note that the deadline for new applicants (those applying for the first time, or those who have not previously met NSERC's eligibility criteria) is October 15.

Information on other program deadline dates may be obtained from departmental administrators. Other information is available from ORA, 978-2163.

Thrasher Research Fund
The fund supports applied research projects that address major health concerns of children throughout the world. There are no restrictions on types of diseases or child health problems but infectious diseases and nutrition are emphasized. Funding is available for supplies, small equipment and technical assistance for projects up to three years.

There are no deadlines but investigators are encouraged to consult the agency prior to submitting a prospectus to which the usual University regulations and signature requirements apply. Details and prospectus format may be obtained from ORA.

Upcoming Deadline Dates

American Foundation for AIDS Research — travel fellowships for Canadian investigators: **October 13.**

American Lung Association — personnel awards: **October 1.**

Arthritis Society — research grants; manpower development awards; associateships, assistantships, fellowships; multi-centre grants (group facilitation and group development) full application: **October 15.**

AUCC, Canadian Commonwealth Scholarship & Fellowship Plan — visiting fellowships: for agency deadline Oct. 31, internal deadline at ORA, **October 16.**

J.P. Rickell Foundation — research grants: for foundation deadline first week December, internal deadline for all applications at ORA, **October 28.**

Canadian Cystic Fibrosis Foundation — fellowships; studentships; research grants (new and renewal); scholarships: **October 1.**

Canadian Geriatrics Research Society — research grants: **October 1.**

Cancer Research Institute (US) — fellowships: **October 1.**

Easter Seal Research Institute — research fellowships; research project grants; research training grants: **October 15.**
Anna Fuller Fund — fellowships; research grants: **October 1.**

J.S. Guggenheim Foundation — fellowships (contact agency): **October 1.**

Health & Welfare Canada, National Welfare Grants Division — research projects; senior welfare research fellowships; research group development grants: **October 15.**

Hospital for Sick Children — research grants: **October 1.**
Imasco-CDC Research Foundation — research grants: **October 1.**

International Union Against Cancer — Eleanor Roosevelt international cancer fellowships; international fellowships: **October 1.**

Juvenile Diabetes Foundation (US) — career development awards; fellowships: **October 1.**

Kidney Foundation of Canada — fellowships: **October 1.**

Leukemia Society of America Inc. — president's research development; short-term scientific: **October 1.**

Malignant Hyperthermia Foundation — research grants: **October 15.**

March of Dimes (US) — basic research grants: **October 1.**

Medical Research Council — medical education; history of health sciences; MRC groups (new and renewal full application); France-Canada exchange: **October 1.**
Multiple Sclerosis Society of Canada — career develop-

ment; post-doctoral fellowships; research grants; research studentships: **October 1.**

National Institutes of Health (US) — new research grants: **October 1.**

Ontario Mental Health Foundation — research grants: **September 30;** lottery grants program: **October 15.**

Physicians' Services Inc. Foundation — research grants: **October 19.**

Social Sciences & Humanities Research Council, Fellowships Division — Jules and Gabrielle Leger fellowship: **October 1;** International Relations Division — aid to international secretariats in Canada: **October 1;** Research Grants Division — standard research grants; major research grants: **October 15;** Research Communications Division — aid to occasional scholarly conferences in Canada (March-June): **October 30.**

U of T, Humanities & Social Sciences Committee of the Research Board — grants-in-aid: **October 1;** general research grants: **October 15.**

W. Carfield Weston Foundation — research grants: **early autumn.**

Whitehall Foundation Inc. (US) — grants-in-aid: **October 1.**



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A la carte menu.

Reservations are requested for both lunch and dinner and can be made by calling 978-6325.

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The Club is available for private parties. You may sponsor special parties for your friends, Monday through Saturday. Please contact the office for more information.

The Board of Directors wishes to remind members that only food and/or beverages purchased in the Club may be consumed on the premises.

IN MEMORIAM

Professor Emeritus R.E. Haist of the Department of Physiology in the Faculty of Medicine died on June 15.

Dr. Haist had an MD and PhD from the University of Toronto. He joined the Department of Physiology in 1937, where he remained until his retirement in 1975. He served as chairman from 1965 to 1975.

His main research interest was diabetes and in particular the factors that affect

the function of the beta cells of the islets of Langerhans. He was also concerned with shock resulting from hemorrhage and factors influencing recovery from cold.

Dr. Haist was elected to the Royal Society of Canada in 1957. He was president of the Canadian Physiological Society and a founder of the Canadian Federation of Biological Societies.

In 1964 he chaired an advisory committee to Presi-

dent Claude Bissell that was to make recommendations on many practices within the University with respect to appointments and tenure. Later he served on the University-wide Committee, which established the present governing structure.

After his retirement he developed a career as a watercolour artist. His last exhibition was held at the Arts & Letters Club in May.

Dr. R. Ian Macdonald, a former associate dean of medicine at U of T, died Aug. 27 at the age of 83.

Dr. Macdonald, a specialist in internal medicine, came to U of T in 1936 as a senior demonstrator. After serving with the Royal Canadian Army Medical Corps in Canada and overseas he returned to U of T, becoming director of post-graduate medical education in the Faculty of Medicine in 1956. He was appointed associate dean in 1964.

From 1947 to 1964 he was chief of service in medicine at the Christie Street Hospital and its replacement, Sunnybrook Hospital. "His greatest memorial," said Dr. C.W. Godfrey, a specialist in rehabilitation medicine who trained under Dr. Macdonald in the 1950s, "is the post-graduate medical school at Sunnybrook. Pretty well anybody who is anybody in

Canadian medicine at one time went through the Sunnybrook scheme."

Dr. Macdonald, a Nova Scotian Scot with a wry sense of humour and a gently incisive teaching style, did not embrace technology unreservedly, said Dr. Godfrey. "He was the last of the great physicians before the age of technology. He decried the use of excessive testing without testing your brain first. He demanded ingenuity and was a mistrusted authoritative

decisions. He was a master of the differential diagnosis, which is really the basis of good medical care."

A champion of the right of veterans to first-class medical care, Dr. Macdonald was an adviser to the director-general of treatment services in the Department of Veterans' Affairs. He was a charter member of the Ontario Council of Health and a former president of the College of Physicians & Surgeons of Ontario.

returning veterans. He then became the University's first director of alumni affairs. In retirement, he served on the Senior Alumni and with Alumni Talent Unlimited, conducting tours of the St. George campus and assisting at convocations.



centre for medieval studies

The Bertie Wilkinson Memorial Lecture for 1987

Roy M. Haines
Dalhousie University

Edward II: a continuing enigma

Tuesday, September 29, 1987 at 4:10 p.m.

Senate Chamber, Alumni Hall, St. Michael's College
4th Floor, 121 St. Joseph Street

Reception to follow, Bertie Wilkinson Lounge, CMS

NOTEBOOK

"Letters, we get letters," as Perry Como used to sing. Canada Post seems to think that the Department of Communications knows the whereabouts of anyone at the University whose mail is vaguely or inaccurately addressed. If anyone out there has heard of one G. Connell, scientist, please let us know.

Problems, problems. The Department of Mathematics has a problem. In fact, the problem is that it has a lot of problems. Its faculty is in the habit of distributing problem sets, solutions to problem sets and supplementary notes that have been mimeographed on a liquid copier (rather than by xerography). But as a result of investigations by the Faculty of Arts & Science's occupational health and safety committee (chaired by math professor Frank Tall) it has been ordered to stop mimeographing. Its machine, it seems, emits methanol vapour.

Math is the only department in Sidney Smith Hall that uses such a machine. It's practical there because of the volume of duplicating done for students. Mimeographing costs about half as much as dry-copying and, in the opinion of some of the users, is more convenient.

Will the mathematicians capitulate? Will the faculty pay for a new copier? To find out what the solution was, breathe deeply in Sid Smith or watch the bulletin board on the main floor across from the elevators for the latest correspondence.

U of T's supernova discoverer, Ian Shelton, prefers starlight to the limelight. But he did agree, when he was in Winnipeg visiting his family earlier this month, to talk about his find. The result was a reception and dinner organized to honour him at a large downtown hotel.

The University of Toronto is generally happy to have its research efforts publicized. But the research efforts of others are another matter. The Department of Psychology was somewhat chagrined to discover that someone representing himself as a U of T psychologist has been conducting a telephone survey of women's sexual preferences and sexual behaviour. He apparently begins with innocuous questions, says R.S. Lockhart, acting chairman of the department, and gradually works up to more intrusive ones. "It takes a while to catch on to what's going on," said Lockhart. "People want to be helpful, and they aren't in the habit of ending a telephone conversation that someone else has initiated."

William Saywell, who resigned his position as vice-provost of U of T in 1983 to become president of Simon Fraser University, recently signed a contract extending his tenure there

to 1993. Saywell, 50, was born in Regina but raised in B.G. He began teaching East Asian studies at U of T in 1963. Despite his western roots, Saywell is a diehard Toronto Blue Jays fan and this summer was presented with his own Blue Jays jersey and an autographed baseball.

Former U of T president David Strangway also appears to be enjoying life in B.C. The current issue of *University Affairs* shows the UBC president in a chef's apron barbecuing salmon for some of the 150,000 visitors to a UBG Open House.

Andrew Goldenberg, who teaches mechanical engineering, found that his research on prosthetics had an unexpected dimension after an article describing it appeared in the *Ottawa Citizen*. He was shown with a larger-than-life working model of a hand whose fingers can be manipulated by gears, cables and relays.

The article inspired a 15-year-old high-school dropout who had been boled up in his room for months with depression to return to school so that he could get into engineering and do the same sort of work as Goldenberg.

Touched by a note from the student's mother, Goldenberg sent the boy a letter describing possible applications of his research, a U of T brochure, a poster, some pictures of the equipment and an invitation to visit the lab. Along with the scientific explanations was some homespun advice: work will always be rewarding, and in a few years it will seem very worthwhile.

Time was when evening courses were thought to be for second-rate students. That perception began to change once day and evening classes were integrated in the fall of 1974. Any doubts as to the quality of part-time students should be dispelled with the announcement that the gold and silver Governor-General's medals awarded by the Faculty of Arts & Science to the top two students concentrating on the study of English literature have both gone to Woodsworth students — the gold to Eric Wredenhagen and the silver to Veronica Cusak. It's rare for one college to have both medal winners in its student body, though it does happen: last year's Governor-General's medals both went to University College students.

The Shriners, experienced in circuses, have moved into university football in a joint project with the Department of Athletics & Recreation. Ramesses Temple Toronto has undertaken to sell at least 1,000 season tickets to Varsity Blues home games in support of the Ramesses Burn Unit at the Hospital for Sick Children. The unit is their official project in the hospital's building campaign.

Urban and community studies review committee

A committee has been established to review the Centre for Urban & Community Studies. Members are: Professor Derek McCammond, associate dean, Division III, School of Graduate Studies (chairman); Professors D.E. Moggridge, associate dean, social sciences, Faculty of Arts & Science; J.R. Miron, Division of Social Sciences, Scarborough College; Barry Wellman, Centre for Urban & Community Studies; R.E. Soren, Department of

Political Science; J.E. Pesando, Institute for Policy Analysis; J.T. Lemon, Department of Geography; and G.A. Jones, graduate student; and Isaak Siboni, School of Graduate Studies (secretary).

The committee invites comments or submissions from interested persons. These should be forwarded by October 14 to Professor Derek McCammond at the School of Graduate Studies, 63 St. George St.

Comparative literature centre review committee

A committee has been established to review the Centre for Comparative Literature. Members are: Professor P.J. Perron, associate dean, Division 1, School of Graduate Studies (chairman); Professors J.E. Chamberlin, Department of English; M.E. Cook, associate dean, humanities and modern languages, Faculty of Arts & Science; Lubomir Dolezel, Department of Slavic Languages & Literature; Morley Gunderson, Centre for Industrial Relations; G.P. Jones, Department of Classical Studies; R.J. LeHuenen, Department of French; and Jane Alderdice, School of Graduate Studies (secretary).

The committee invites comments or submissions from interested persons. These should be forwarded by

September 24 to Professor P.J. Perron at the School for Graduate Studies, 63 St. George St.

Botanist honoured

Professor James B. Anderson, who teaches botany at Erindale, has won the Alexopoulos prize of the Mycological Society of America. The prize is awarded annually to a scholar no more than 10 years from completion of the PhD for published work on mycology, the study of fungi.



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Intermediate SAS (Mainframe)

Introduction to Lotus 1-2-3

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For information on courses, fees, scheduling, and registration, just call Irene Rosiecki at 978-4565.

Events

LECTURES

Reports on Conferences.

Wednesday, September 16
Janis Alton, United Nations Representative and Eric Fawcett, Science for Peace International Network. 179 University College. 8 p.m. (Science for Peace)

The Validity of Pathogenesis of Type II Diabetes: The Role of Novel Eyelet and Gut Peptides.

Thursday, September 17
Prof. Suad Efendic, Karolinska University, Stockholm; Rosenstad lecture series. 2172 Medical Sciences Building. 4 p.m. (Faculty of Medicine)

Living from Mouth to Hand: On Visible Language.

Friday, September 18
Prof. Malcolm B. Parkes, Oxford University. Common Room, Pontifical Institute for Mediaeval Studies. 4.30 p.m. (Reformation & Renaissance Studies, PIMS, REED and Mediaeval Studies)

The Shape of Soteriology.

Very Rev. Prof. John McIntyre, University of Edinburgh; 1987 Laidlaw lectures.

The Given.

Monday, September 21
8 p.m.

The Variety of the Images.

Tuesday, September 22
4.15 p.m.

The Logic of the Imagas.

Wednesday, September 23
4.15 p.m.

Universallisers and Relaters: Soteriology and Evangelism.

Thursday, September 24
4.15 p.m.
Knox College Chapel.

The Development of Jack Hodgins' Narrative Art in his Short Fiction.

Tuesday, September 22
Prof. Waldemar Zacharasiewicz, University of Vienna. Upper Library, Massey College. 4 p.m. (English and German)

Adult Education for Peace: Conscious Romanticism?

Wednesday, September 23
Prof. Budd Hall, Ontario Institute for Studies in Education. 179 University College. 8 p.m. (Science for Peace)

Greek Drama in the Roman Empire.

Friday, September 25
Prof. C.P. Jones, Department of Classics. 152 University College. 3 p.m. (Classics)

Power and Royal Self-Fashioning in Renaissance Britain: Images of Ancient Constitutions Fashioned by James VI and I.

Friday, September 25
Prof. Paul Christianson, Queen's University. Music Room, Wymalwood, Victoria College. 8 p.m. (Renaissance & Reformation Colloquium)

MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Faculty Recital Series

Sunday, September 20
Catherine Robbin, mezzo-soprano; Gary Relyea, baritone; Terence Helmer, viola; William Aude, piano. Walter Hall. 3 p.m. Series subscription \$25, students and seniors \$13. Single tickets \$10, students and seniors \$6.

Thursday Noon Series

Thursday, September 24
Special screening of Rhombus Media's *The Eternal Earth*, with introduction by producer Larry Weinstein and composer Alexina Louie. Walter Hall. 12.10 p.m.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.



"The Ingenious Hogarth", an exhibition of prints by William Hogarth at the Thomas Fisher Rare Book Library, ends Friday, September 18.

SEMINARS

Aerospace in the Netherlands.

Monday, September 14
Prof. dr. ir. O.H. Gerlach, Delft University of Technology. Lecture hall, Institute for Aerospace Studies, 4925 Dufferin St. 2 p.m. (Aerospace Studies)

The Family as a Context of the Stress Process.

Thursday, September 17
Prof. Leonard Pearlman, University of California, San Francisco. Room 204, 455 Spadina Ave. 3 to 5 p.m. (Urban & Community Studies and Sociology)

War and Peace since 1895.

Monday, September 21
Ted M. Beverley, graduate student, Knox College. South Sitting Room, Hart House. 7.30 p.m. (Canadian Scientific & Christian Affiliation)

ICG as a Probe of Blood Flow on Hepatic Drug Extraction.

Thursday, September 22
Prof. Daniel S. Sitar, University of Manitoba. 519 Pharmacy Building. 9 a.m. (Pharmacy)

On a Generalized Optimal Common Due-Date Assignment Problem.

Wednesday, September 23
Prof. T.C.E. Cheng, University of Manitoba. 211 Roseburgh Building. 3 p.m. (Applied Science & Engineering)

EXHIBITIONS

THOMAS FISHER RARE BOOK LIBRARY

The Ingenious Hogarth.

To September 18
An exhibition of prints by William Hogarth. First and second floors.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBERTS LIBRARY

Enabling.

To September 28
Exhibits explore the various resources available to assist persons with disabilities. Main Display Area.
Hours: Monday to Thursday, 8.30 a.m. to 11 p.m.; Friday, 8.30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m. (Services to Disabled Persons)

JUSTINA M. BARNICKE GALLERY, HART HOUSE

Tha Prevailing Influence: The Group of Seven and Hart House, 1921 to 1953.

To October 8
Both galleries.
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

VICTORIA COLLEGE

The Rièse Collection.

September 18 to October 28
A selection of items from the collection of Laure Rièse including presentation copies of major French and French-Canadian authors; Samuel Beckett; Surrealists. E.J. Pratt Library.
Hours: Monday to Thursday, 8.45 a.m. to 12 midnight; Friday, 8.45 to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

Negativa Connotations.

September 21 to October 9
An exhibit of black and white prints. Northrop Frye Hall.
Hours: Monday to Thursday, 8 a.m. to 10 p.m.; Friday, 8 a.m. to 6 p.m.

MISCELLANY

Fundamentals of Laboratory Animal Use.

Tuesday, September 15
A 13-week non-credit course designed for investigators, graduate students and technicians. 2173 Medical Sciences Building. Tuesdays, 3 to 5 p.m.
Information: 978-6539 or 978-7746.

GOVERNING COUNCIL & COMMITTEES

Governing Council.

Monday, September 14
Special meeting to discuss governance. Council Chamber, Simcoe Hall. 4.30 p.m.

Academic Affairs Committee.

Thursday, September 17
Council Chamber, Simcoe Hall. 4 p.m.

Planning & Resources Committee.


Monday, September 21
Council Chamber, Simcoe Hall. 4 p.m.

Business Affairs Committee.

Tuesday, September 22
Council Chamber, Simcoe Hall. 4 p.m.

THE HOME DOCTORS

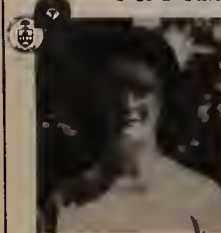
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U of T United Way: Doer's Profile



Name: Sue Martin
Title: Admissions and Awards Officer, Scarborough College
Origins: Belleville, Ontario
Why I Help: "I volunteer my time to the Scarborough Boys and Girls Club. My 11-year-old child participates in the Club as an afterschool activity and my volunteer efforts give me an opportunity to repay all that has been given to us. My work there also gives me a chance to affect my child's program and gives the professionals the parental input they seek."
Favorite Charity: The United Way
Latest Achievement: "Not working a twelve-hour day!"
Hobbies: Gardening and tennis.

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Gender and Hiring: A Flawed Policy

by Michael R. Marrus

Last May, without consulting its membership, the Faculty Association negotiated a controversial new hiring policy with the University administration. Clumsily worded, and in the view of many seriously flawed, this policy is apparently ready to proceed to the Governing Council, where, if approved, it will become law throughout the University.

The focus of the new policy is gender, and concern that women are under-represented on the faculty. In order to address this problem of "representation", candidates of the "under-represented sex" are to be given an edge in the appointment process. A crucial provision of the new policy reads as follows: "If one sex is under-represented in the hiring department, and the qualifications of a candidate of the other sex are not demonstrably better than the qualifications of the best candidate of the other sex, then the candidate of the under-represented sex shall be recommended for the position." Deeply troubled by the cast of this policy, several of us have been trying to clarify matters over the summer by writing to President George Connell and Vice-President and Provost Joan Foley. Evidently Simcoe Hall is not impressed with numerous arguments that have been made against the new arrangements, and without extensive protests from the faculty we may well wake up one morning and find them written into law.

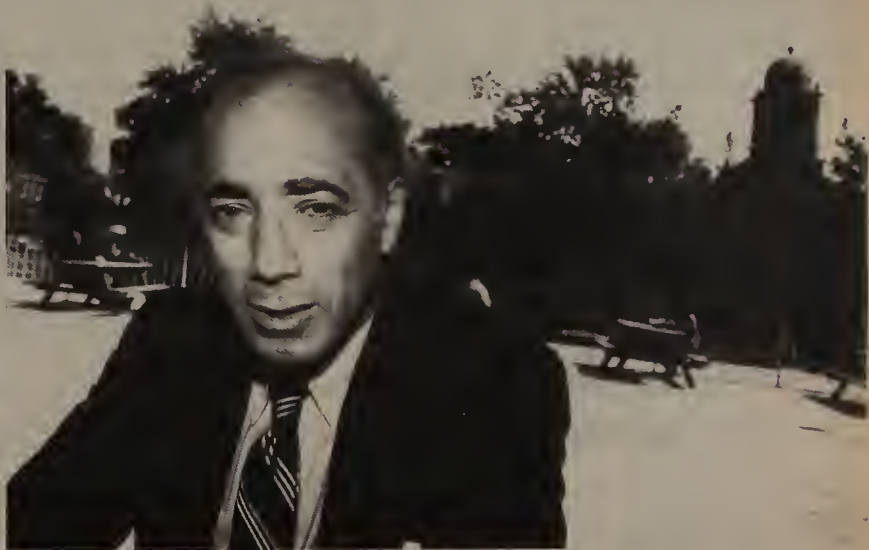
What bothers me about these rules is the deliberate introduction of questions of gender and gender-balance into what ought to be a purely academic process. Leave aside the question of whether women academics want to see themselves as "representatives" of their gender, and whether achieving a balance among men and women, rather than fairness or scholarly excellence, is a legitimate goal of the University. My main concern is that we should be "gender-blind" in selecting appointments, just as we should be blind to any other factor having nothing to do with academic quality. To many of us, this goes to the very heart of the question of unfair discrimination against any person, for any reason. Such discrimination is not only repugnant morally, it is also highly unprofessional because it introduces factors utterly extraneous to what should be a purely scholarly evaluation. Candidates should be judged solely and exclusively on the basis of their academic performance and potential.

Fairness as well as the integrity of our academic judgements require that our

Robarts carrel applications

Applications for carrels and book lockers for faculty members and graduate students in Divisions I and II for the fall/winter session are being received at Robarts Library until Sept. 16. Forms and information sheets are available at the circulation desk on the fourth floor.

Assignments, based on priorities established in consultation with the School of Graduate Studies, will begin on Oct. 13. Further information is available from the carrel office at 978-2305.



STEVE BEAL

appointments be made on strictly professional criteria. We should strive to be "gender-blind" in deciding among candidates, just as we should be blind to considerations of race, religion, ethnic origin or whatever. Our objective should simply be to achieve the highest possible academic standards. If unfairness exists at present at the University, we should insist that no extraneous factors whatsoever be taken into account. I fear greatly that once we introduce the kind of non-scholarly considerations that inform the proposed procedures, we will have compromised those very principles we are all supposed to defend. Unfairness will then be built into the system.

Apparently at UTFA's suggestion, the new policy requires not that the best candidate be chosen, but that in some circumstances one candidate must be "demonstrably better" than another. A puzzling question is what "demonstrably better" means. Professor Stanley Schiff of the Faculty of Law, who resigned from the UTFA council over this issue, suggested in the *Bulletin* last June that by this phrase a male candidate might be chosen only if his qualifications were "considerably superior" to those of a female candidate. In his view, the provision was a "recipe for hiring second-best". My *Oxford English Dictionary* notes the following definition of "demonstrable": "capable of being proved conclusively". Should we therefore assume that hiring committees must henceforth not only believe one candidate to be superior, but must engage in some kind of proof, beyond a shadow of a doubt? Is this what UTFA and the administration think that academic judgements should realistically be?

If we have to "demonstrate" in this way that one candidate is better than another, the only indicators likely to be accepted as evidence will be quantitative, such as the number of articles, books or laudatory reviews. Not accepted will be such important but hard-to-measure elements as quality of mind, intellectual curiosity, lecturing ability, creativity or the prospects for future

growth. These are matters that we sense, rather than prove conclusively. Yet if we cannot include such factors in our judgements, the quality of our academic appointments will undoubtedly plummet.

Many faculty members are understandably concerned about the question of to whom they are to "demonstrate" that one candidate is better than another. Is there to be a committee in Simcoe Hall to receive these "demonstrations"? Or is the provost alone to examine every case? This is of crucial importance for the operation of the new policy, since it will affect not only the kind of "demonstration" undertaken, but in most cases the sheer ability to do so. (No one could effectively demonstrate to me, for example, that one physicist was better than another, since I know nothing about the discipline.)

An alternative to this profoundly flawed policy would be to engage directly what ought to be our primary concerns — fairness and academic quality. Fairness can only be achieved by eliminating any bias or favoritism that might presently exist — whether against women or any other group. Academic quality, rather than taking a back seat as in the proposed arrangements, should be our central preoccupation. Yet on this matter, both UTFA and Simcoe Hall have shown a striking lack of leadership.

Notably, the University has shown remarkable lack of vigour in seeking to remove the most important limitation on our searches — that we are obliged, unless we secure a rare exemption from Ottawa, to search only for "qualified Canadians" to fill our positions. Until we satisfy everyone that there is no adequate Canadian for a job, we are not even supposed to look at candidates from other countries. (The appointments policy negotiated with UTFA reinforces this longstanding restriction.) Here too an extraneous element — i.e. citizenship — enters into what should be a purely scholarly evaluation. Why has Simcoe Hall not taken a public, principled stand on this restriction? Is it not

possible that a government committed to "free trade" would be sympathetic to an appeal on behalf of an institution that frequently boasts of its international distinction?

Writing recently in *The New Republic*, the former dean of Harvard's Faculty of Arts and Science, Henry Rosovsky, commented on appointments at his institution: "We ask a simple question: Who is the most qualified person in the world to fill a particular vacancy? And then we try to convince that scholar to join our ranks." A simple approach, far more eloquent in its commitment to academic values than the convoluted regulations that are threatening to be foisted on the University of Toronto.

Michael Marrus is a professor in the Department of History.



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Provisions for employment equity are contrary to the interests of the faculty

As reported in the June 15 issue of the *Bulletin*, negotiators representing UTFA and the provost "have agreed in principle on new measures to ensure employment equity for women teaching at U of T." If approved by the Governing Council, the resulting regulations will be the law of the University.

The provisions differ in details from the proposals UTFA brought to the negotiations. If practicable, every search committee must have at least

one member of each sex from the division and, when that happens, no outsider will be appointed as a matter of course. If that is not practicable in a particular instance, "the provost will appoint an assessor from a list of individuals agreed upon with UTFA of the non-represented sex who shall report to the vice-provost." Nonetheless, "the vice-provost or the division head may otherwise appoint assessors to search committees at their discretion." The committee, in consultation with the division head, must produce "a ranked 'short list' of approximately three candidates Every effort shall be made to have at least one candidate of each sex on the short list In that women are under-represented in many departments, the absence of a female can-

didate on the short list must be explained." In determining which candidate to choose for the head of the list, the committee must apply this criterion: "If one sex is under-represented in the hiring department, and the qualifications of a candidate of the other sex are not demonstrably better than the qualifications of the best candidate of the under-represented sex, then the candidate of the under-represented sex shall be recommended for the position." (I have here corrected an obvious typographical error in the document's photocopy I have received.)

In the end, these provisions are as wrong as what UTFA wanted and equally contrary to the interests of the University and its faculty.

The appointment of an "assessor" only when a member of the minority sex is not otherwise available is an improvement over UTFA's proposal for an "employment equity officer" on every committee. But the residual discretion in the vice-provost or division head to appoint an assessor anyway could well be exercised to assure that the UTFA-style officer were always present. Even if members included both men and women from the division, an outsider would be there solely to look for signs of sexual bias.

The provisions are not explicitly directed at achieving numerical equality of the sexes across the faculty, as UTFA wanted. Instead they speak of a sex being "under-represented" in particular divisions. There are two things wrong with the new language.

First of all, the very concept of one or other sex being "under-represented" is based on the same false assumption as UTFA's proposals — that some particular number of members of each sex is necessary in every University division. Procedures insuring non-discriminatory hiring practices must be developed and put in place. But, once that is done, for the good of what the University is all about, the chips must fall where they may: the persons best qualified for available positions should be hired without regard to their race, creed, colour of skin and — what we are concerned with here — their sex. Since the good of the University demands that the only standard for hiring should be the best qualifications for positions, the percentages and numerical proportions of men and women in any University division are irrelevant. If application of the standard produced a law faculty or mathematics department with a majority of women, so be it. Conversely, if most members of nursing were men, also so be it. Structuring procedures and criteria of hiring to avoid these results by avoiding "under-representation" of either sex is contrary to what the University is all about.

The second thing wrong with the new language is that "under-represented" is not defined. UTFA's proposals at least had the virtue of announcing precisely what the target was — a 50/50 split between men and women. As the agreed provisions read, the target is in the discretion of some University official, probably the provost or a vice-provost. That official will have power to decide and direct that there is "under-representation" in particular divisions at particular times. The existence of such discretion, capable of uneven exercise from division to division and over time, is very unwise. But, if a definition is given by further negotiation between

UTFA and the provost, it must surely draw on its very premise — the false assumption about necessary numbers of each sex.

More important than all else, the provisions set out the "demonstrably better" criterion UTFA pressed. On its face, it cannot be limited in application, as some proponents have argued, to what must be the unlikely situation where there is nothing to choose between the academic qualifications of the best man and the best woman candidate: the very words contemplate situations where there are recognizable differences in the qualifications of candidates. As proponents on the UTFA council argued, it aims instead at requiring the choice of the best candidate of the minority sex unless the qualifications of the best candidate of the majority sex are considerably superior. The result, then, of applying this criterion in most University divisions would be that a woman who was not quite as good as the best male candidate would be recommended and the man would be rejected. The criterion remains, as in UTFA's proposals, a recipe for hiring second-best candidates solely on the basis of sex.

Even if the word "demonstrably" refers to the clarity of the showing of superiority and not to the degree of superiority, the result will be the same. Weighing the multiple factors involved in choosing among candidates for hiring — especially when they are closely ranked — often yields a conclusion defying *demonstration* that the person chosen is the best. That is surely so if "demonstrably" has the meaning "capable of being shown or proved" that ordinary usage and dictionaries give it. I grant that a requirement some would want that the search committee record explicit, plausible, academic grounds for choosing a male over a female candidate might well be a wise procedural device to help avoid discrimination. But it would not be a requirement for demonstration of superiority that usage and dictionaries contemplate.

A criterion with this result cannot be justified in a university proclaiming its reach for excellence. Sexual equality in hiring can only be realized consistently with the proclaimed goal if scrupulously fair procedures are in place and, under them, the criterion of highest qualifications is applied to all candidates. New regulations governing hiring should set out such procedures, but they must never compromise the criterion of the best.

Stanley Schiff
Faculty of Law

Schlesinger honoured

Professor Ben Schlesinger of the Faculty of Social Work has been named the 1987 recipient of the Ontario Psychological Foundation's award for contribution to knowledge. Schlesinger's field of study is the single-parent family. He is the author of *The One-Parent Family in the 1980's: Perspectives and Annotated Bibliography* (1985). The award will be presented at a dinner to be held on Oct. 28 in Hart House.

Please note

Letters may be edited for length or clarity.

U of T contribution to AIDS committee significant

Judith Knelman's article on AIDS research at the University of Toronto (June 29), since it is the only feature thus far on the University's response to this epidemic, strikes me as unfortunately narrow. This university's medical research is certainly important, but other important responses should not be ignored.

University personnel played significant roles in forming the AIDS Committee of Toronto four years ago and have contributed expertise and energy to its educational and support efforts ever since. Its first three chairpersons were on our faculty — Professors Bert Hansen, Thomas Alloway and myself. Many of its large ranks of volunteers continue to come from the University community. May I suggest that the work these scores of individuals have done has had a major impact on the media's treatment of the epidemic, on the formulation of public education programs, and on provoking appropriate government funding? By ignoring this

multiple impact, the *Bulletin* contributes to the misperception of the University as an ivory lab removed from vital interaction with the city in which we live.

Furthermore, AIDS is not merely an intellectual project at the University. We have lost at least one student and one faculty member to AIDS-related causes, and a growing number of others have found ourselves diagnosed with AIDS, diagnosed with ARC or exposed to the HIV virus. Education, counselling and consolation are already part of our response to AIDS right here at home.

I hope that subsequent issues of the *Bulletin* will recognize the many forms of this university community's response to the epidemic, and will enlist itself in the campaign of public education. Every member of the community should have on-campus access to accurate safe-sex information — and free condoms.

Michael Lynch
Department of English

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LETTERS

Should UTSA have access to campus mail for union drive?

An open letter from David Askew, president of the University of Toronto Staff Association, to President George Connell and his reply are reproduced below.

Dear President Connell:

The decision by your administration to ban UTSA's access to the internal mail system effective August 31 constitutes, in our view, at one and the same time an attempt to thwart the union drive and a restriction on the freedom of speech of a significant portion of the U of T community. Since UTSA's formation in 1970, both individual staff members and UTSA, the organization which represents them, have enjoyed unfettered access to the internal mail system — the same access enjoyed by other campus organizations such as CUPE 1230, UTFA and SAC. The internal mail system is the only means by which UTSA can realistically hope to contact its more than 3,000 constituents. Continued access to the internal mail system is necessary for the UTSA board and executive to carry out the mandate given by our membership at our annual meeting on April 30, 1987, to conduct a union drive in affiliation with CUPE. The U of T administration has long recognized UTSA as the organization representing administrative staff. But it is now acting to prevent us from carrying out the wishes of our membership strictly, I submit, because it does not like what those wishes are — that is to try to form a union. In order to thwart the wishes of the UTSA membership your administration is willing to go so far as to restrict our ability to communicate with our membership, to restrict my ability as president of UTSA to communicate with my constituents — a very real restriction of my freedom of speech. This from an administration which has gone to great lengths to uphold the principle of freedom of speech on this campus.

When recommending to Governing Council that it reject UTSA's bid for a Memorandum of Agreement, you said that if staff wished to bargain collectively they were free to organize to do so under the Labour Relations Act. Now that it appears that is exactly what is going to happen, your administration is placing obstacles in our path.

The UTSA executive has decided to challenge your administration's decision at the Ontario Labour Relations Board. A better solution would be for you to remove the fetters from our freedom of speech and restore our unrestricted access to the internal mail system.

I hereby call on you to restore our access to the internal mail system and through this open letter, ask for the

support of the U of T community for this request.

David Askew
President
University of Toronto Staff Association

Dear Mr. Askew:

I acknowledge receipt of your letter of September 4, 1987. The University has explained its position in Mr. Pathy's letters to you dated June 9, June 29 and August 24 and in his letter to administrative staff dated September 3, 1987; however, since you have written directly to me, I am pleased to respond to your request that I restore UTSA's access to the internal mail system.

The University's decision to instruct the campus mail service to discontinue the pick-up of mail from UTSA's office for distribution by the internal mail system was based on the provision of the Labour Relations Act of Ontario and on the University's desire to remain neutral during the current organizing campaign.

The Labour Relations Act, which is applicable to the University of Toronto, stipulates that it is an offence for an employer to "participate or interfere with the formation, selection or administration of a trade union or the representation of employees by a trade union or contribute financial or other support to a trade union".

To allow UTSA to use the internal mail system for the purpose of encouraging employees to join CUPE would be, in the opinion of the University, a violation of this section of the act.

The University, to the best of my knowledge, has never allowed any trade union or group of employees to use the internal mails to assist in organizing support for or against a trade union.

To accede to your request would, in my view, be to create an unfair advantage to one trade union in circumstances where there may be other trade unions which also are attempting to organize or where there may be employees who wish another trade union to represent them or who wish no trade union at all.

The prohibition in the Labour Relations Act, which makes it unlawful for an employer to provide financial or other support to a trade union, is designed to eliminate the very advantage being sought on behalf of CUPE.

I respectfully disagree that UTSA has had unfettered access to the University's internal mail system.

While constraints on the use of the mails have not been published, it is clear that the University's conduct must be governed by the rules as established by provincial legislation. For example, the University would not tolerate the use of the internal mail system for the distribution of literature which encourages discrimination. I do not suggest that UTSA would ever use the mails for such a purpose, but use this example only to make the point that access to any University service must be governed by law.

There is no restriction by the University on UTSA's freedom of speech. Within the rules of the Labour Relations Act, UTSA can support the union of its choice and engage in a certification drive but the University by virtue of the same Labour Relations Act must not be involved by allowing its mail service to

deliver that message.

In Mr. Pathy's previous letters, you were advised that the University would continue to permit UTSA to use the internal mail service if you would provide a written undertaking that UTSA would not use the mail service to disseminate literature on behalf of CUPE or any other trade union.

I will restore UTSA's access to the internal mail service, as you requested, upon receiving from you the undertaking requested.

In conclusion, it is not the University's intention to thwart or interfere with CUPE's organizing campaign. As you are aware, employees under the Labour Relations Act have a right to make their own decision whether to join or not to join a trade union of their choice.

President G.E. Connell

No hiring preference

Every little while this university exhibits especially suicidal tendencies. The most recent example of this phenomenon revolves around this issue of preferential hiring based on sex.

It is now being proposed that whenever there is sexual imbalance in a department or faculty, members of the under-represented sex must be hired unless candidates of the other sex are "demonstrably better".

While there has undoubtedly been some sexual discrimination in our hiring practices in the past, reverse discrimination is not the answer.

The only time a member of a minority sex should be given preference in hiring is when he or she is just as qualified as the best candidate from the other sex.

Otherwise this university should give up any pretense of the excellence for which it claims to strive.

John Crispo
Faculty of Management Studies

Science and medicine carrels, book lockers

Applications for open carrels with book lockers for faculty members, post-doctoral students and graduate students (in science and medicine subjects) for the fall/winter session will be received until September 23.

Application forms and information sheets are available at the periodicals desk of the Science & Medicine Library. As in the past, assignments for graduate students will be made on the basis of priorities decided in consultation with the School of Graduate Studies.

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Notice

The opinions expressed in the letters published in the *Bulletin* regarding the organizing campaign currently being conducted by a trade union are those of the individual signatories and are not those of the *Bulletin* or of the University or its management unless specifically indicated. The *Labour Relations Act* of Ontario provides that every person is free to join a trade union of one's choice and to participate in its lawful activities.

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